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ABSTRACT

The study reported on in this document investigates discriminatory employment victimizing Asian Americans in the private sector in the San Francisco, California, Bay Area. The analytical framework utilized is described in detail. Findings are presented in both statistical and discussion form, and are broken down by industry. Disparities in specific employment patterns are outlined for (1) manufacturing industries, (2) transportation, communication, and public utilities, (3) trade, (4) finance, insurance, and real estate, and (5) service industries. Based on the statistical analysis presented, it is concluded that large classes of Asian workers are victimized by discriminatory employment patterns, with this group disproportionately concentrated in the low wage, non-unionized industries in the San Francisco/Oakland area. It is recommended that a concerted effort be undertaken to correct this situation, since a laissez faire economic and employment policy cannot be anticipated to succeed in correcting discriminatory employment patterns. Appendices to the report include (1) detailed statistical results by sex, occupation, and industry, and (2) a discussion of employment discrimination theories. (GC)

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DISCRIMINATORY EMPLOYMENT OF ASIAN AMERICANS

Private Industry in the San Francisco · Oakland SMSA

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DISCRIMINATORY EMPLOYMENT OF ASIAN AMERICANS:
PRIVATE INDUSTRY IN THE SAN FRANCISCO-OAKLAND SMSA

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NOTATIONS AND ABBREVIATIONS

Asian	Used interchangeably with Asian American.
Bay Area	Used interchangeably with "San Francisco Bay Area," denoting the San Francisco-Oakland SMSA.
CMPR	Computer program for analyzing the time trend of statistically-significant disparities.
EARP	Computer program designed by the EEOC to calculate minority employment levels, by sex.
EEO-1	Employer Information Report required by law of all employers with 100 or more employees and who are subject to Title VII of the Civil Rights Act of 1964.
Employer	As defined here, an employer can be one or more establishments of a firm (company or corporation) in the labor market area of interest.
EPROB	Computer program for calculating the probability value.
Filipino	Used interchangeably with Filipino American, is spelled with an "F" in deference to common usage; some use "Pilipino" to call attention to Filipino ethnic pride.
N^A	Number of Asians employed.
N	Total number of employees of all races.
OCCUP	Computer program for the statistical test of disparities in employment level by occupation in industry.
P^A	Parity proportion for Asians.
Pr	Probability value.
SICBAR	Computer program for generating the employment and parity profile.
SIC Code	Standard industrial classification code.
SF-O SMSA	San Francisco-Oakland Standard Metropolitan Statistical Area.

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PREFACE

Asian Americans, predominantly of Chinese, Filipino, Japanese, Korean, Vietnamese, and Thai descent, are bound by common experiences with racial discrimination in the United States. These experiences form the same ties that bind Asians* with Blacks, Spanish-heritage Americans, and Native Americans. These four are the racial and ethnic minorities that are nominally acknowledged to include socio-economically disadvantaged members with similar civil rights concerns today.

This report focuses on one of these four minority groups: the Asian Americans. Their socio-economic status is, more often than not, misrepresented, inadequately characterized, or poorly understood. Reasons for this include:

(1) Within an "Asian American" grouping, Chinese, Filipinos, Japanese, Koreans, and Vietnamese can be sufficiently dissimilar so as to confound their characterization as a single group. The degree of characterization depends on the issue at hand. Examples of dissimilarities are in these areas: educational attainment level, nativity (U.S. v. foreign born), facility with English, type of worker (self employed, private wage and salary worker, and government worker), and occupational distribution. Not insignificantly, recent immigrants, second and third generation Asian Americans, and other subgroups also can have widely differing perspectives on civil rights issues, their level of disenfranchisement, and on how to pursue relief. Thus, while they may be similarly victimized, their level of advocacy for change may be different.

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*Here, the term "Asian" is used interchangeably with Asian American.

(2) Many Asians share a personality and culture that restrains them from voicing their problems, especially those problems that are structural or institutional and associated with authority or society. Silence gives the illusion that they have no problems.

(3) Success stories of some Asian Americans, while not representative of the group as a whole, continue to give the image of a "model minority." A "model minority," even if it is fictional, can diminish the legitimacy of other minorities advocating for change. The "model minority" is pointed to as an example of success within the existing societal framework, thus providing comfort to the majority and causing alienation among the various minority groups. Many well-meaning but misinformed individuals, both majority and minority, also may seek comfort from the alleged presence of a "model minority" as proof that the system "still works."

(4) Even those regarded as informed can be misled by reports of Asian American socio-economic well-being. This misrepresentation of Asians usually arises from (1) their geographical location in the U.S., (2) the use of social indicators inappropriate for Asians, and (3) built-in biases and valuations of the researchers, writers, or administrators, responsible for the reports.

Due to their labor market history in the U.S., as well as the influence of parents, relatives, and friends, Asians in the mainland United States continue to be concentrated in only four metropolitan areas. These areas contain nearly one-half of the total Asian population: San Francisco, Los Angeles, Chicago, and New York. Since all four are high cost-of-living areas, the concentration of Asians therein leads to an upward bias of their true socio-economic status, which becomes evident when compared with whites in these same areas.

Three widely used social indicators grossly misrepresent Asians: the labor force participation rate (the proportion of those 16 years and over who are in the labor force), the unemployment rate, and family income. The high labor force participation rate of most Asian ethnicities cannot be regarded as an indicator of labor market success, since it is due to the high entry rate of Asian women, which arises out of economic necessity. Many Asian women are clustered in low-paying and low-status clerical and service worker occupations. A low unemployment rate for Asians usually reflects their high level of employment as service workers and in other low mobility occupations largely rejected by the majority population. Taken together with their extended family structure, oftentimes dictated by economic necessity as well as culture, Asian family income may appear higher than that of other minority groups, although it is lower than that of white families. This is because of the upward bias caused by the multiple earners. Per capita (or per person) income, however, remains low, and is more accurately indicative of true socio-economic status. The Asian-to-white male earnings gap is comparable to the black-white gap.

Most reports on this subject begin with a particular value premise, or point of view, independent of factual information. Some reports of Asian well-being, using U.S. Bureau of the Census and other data, pursue the tenuous Asian "model minority" theme.

(5) And not least of all, governmental agencies, especially the Federal government, contribute to the inadequate understanding of Asian problems by assigning low priority to them. Among the four minority groups, Asians usually are given last priority after blacks, Hispanics, and Native Americans. This leads to few federal programs for Asians nationwide or for those who reside in the four metro-

politan areas where they are large in number and most concentrated. Also, most Asians in the Federal government in Washington, D.C. are not in decision-making positions, do not influence decision makers or policy makers, and do not have any community constituencies.

The sponsorship by the U.S. Equal Employment Opportunity Commission (EEOC) in Washington, D.C. of the study presented herein can be regarded as an exception to the normally tepid response of Federal agencies to Asian problems. Employment clearly affects the quality of life. Occupational attainment and income continue as important indicators of socio-economic well-being. Eradicating employment discrimination against even a single individual is immeasurably important, since employment is a key part of the total life cycle. Poor jobs lead to low income, which leads to poor neighborhoods and poor schools, which lead to poor jobs, thus completing the cycle. Pursuing relief for many of the approximately two million Asian Americans in the U.S. should rank among our high civil rights priorities today. Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on race, color, sex, religion, or national origin.

The research program, undertaken by ASIAN, Inc. under EEOC sponsorship, represents the first systematic attempt to analyze the patterns of discriminatory employment experienced by Asian Americans. This report, which specifically deals with Asian American employment in the private industries in the San Francisco Bay Area, is the first of a series devoted to the problems of equitable employment for Asian Americans. Future reports will address employment problems in other areas: the labor unions, the government sectors, the educational institutions, and the unemployed. The private industries were the first to be examined for evidence of discriminatory employment because they are the core of the American economic system.

Also, private industry employment typically accounts for four-fifths of all employment.

The San Francisco Bay Area was chosen for the study because of its large population of Asian Americans, numbering approximately 250,000, nearly eight percent of the total population of 3,100,000 individuals. More precisely, the area covered is the San Francisco-Oakland Standard Metropolitan Statistical Area (SMSA) comprised of the counties of Alameda, Contra Costa, Marin, San Francisco, and San Mateo, and including the central cities of San Francisco and Oakland. High concentrations of Asians in cities in the Bay Area range from seven to ten percent in Oakland, Berkeley, Alameda, and Daly City, up to nearly twenty percent in San Francisco. Also, a wide diversity of Asian populations are found, consisting predominantly of Chinese, Filipinos, Japanese, Koreans, and more recently, Vietnamese, Cambodians, Laotians, and Thais.

Another reason for the choice of the San Francisco Bay Area is its history as a growth center of the Asian American population in the U.S. Many of the Chinese who immigrated in the middle of the nineteenth century to fill the need for cheap labor in California later settled in the Bay Area. They were followed by Japanese immigrants when Chinese immigration was stopped by exclusionary policies, such as the Chinese Exclusion Act of 1882, due mainly to labor union pressures. San Francisco in the early twentieth century was the birthplace of organized labor in California. After further Japanese immigration similarly was curtailed, due again to discriminatory policies such as the "Gentleman's Agreement of 1907" and the Immigration Act of 1924, the continuing need for cheap labor in the labor-intensive California agricultural fields led to Filipino immigration. A now familiar pattern of discrimination led to the curtailment of further immigration from the Philippines by the Tydings-McDuffie Act of 1935. Many of the Asians who remained in California settled in the San Francisco Bay Area. Thus, many second and third generation Asians are found in the area today, together with the more recent immigrants who arrived after 1965, following the passage of the Immigration Act of that year. Thus, the area has a strong mixture of both native Asian Americans and recent immigrant Asians, especially those from China and the Philippines, joined more recently by those from Vietnam and Cambodia.

The Asian Americans face a labor market that grew from the development of the San Francisco Bay Area as the terminus of westward-bound pioneers, from the development of the railroads and of telephone communications, and from the region's relative isolation from other urban areas in the west. Later growth was spurred on by development of the Bay Area as a port for commerce and trade across the Pacific, and not inconsiderably by the Spanish American War, the Second World War, and later conflicts. Today the Bay Area is a major center for wholesale and retail trade; finance and insurance; manufacturing of food, garments, electrical and electronic equipment machinery, chemicals, and paper; petroleum refining; water and air transportation; railroads; trucking, and warehousing; communications; hotel and restaurant services; health and educational services; and advertising, public accounting, engineering, and other professional services. And, the Bay Area also contains many State government agencies, Federal military installations, Federal regional agencies, and the various local city and county governments.

The study reported herein investigates discriminatory employment victimizing Asian Americans in the private sector. The discriminatory patterns uncovered affect large classes of Asian American employees in the San Francisco Bay Area and are prima facie evidence of discrimination, shifting the burden of proof to the employer. The results help to explain the low occupational attainment and income of many Asians. The results refute presumptions that Asian Americans are economically well-situated and are equitably represented in the economic mainstream. This study's results can be used by governmental agencies charged with enforcing equal employment opportunity compliance by employers. Private individuals, community organizations, and attorneys also can use the results of this study to seek relief for victims of discrimination.

We wish to thank Vice Chairperson Ethel Bent Walsh, Commissioners Raymond L. Telles, David E. Leach, and Colston A. Lewis of the EEOC for their suggestions to update an earlier study, thus making possible the uncovering of the persistent discriminatory patterns over the 1970 to 1975 time period. Instrumental in the support of the initial study were past Chairpersons William H. Brown II and John H. Powell, Jr. We also thank Harold S. Fleming, Iris Lipkowitz, Alicia N. Columna, Sarah Leiter, Harriett Harper, and Dr. Melvin Humphrey, all members of the Commission, for their continued support and interest. Irving Belson and Jack Cheng, also members of the Commission, provided valuable reviews of our statistical techniques.

We thank our colleagues at ASIAN, Inc., Pauline Fong and Narciso Ferrer, and especially Walter Lim and David Moulton, who assisted in the initial study. Ling-chi Wang of the University of California at Berkeley and the late Edison Uno of San Francisco State University gave us their perceptive insights based on their experience with Asian civil rights issues. Carl Quong and Robert Healey of the University of California Lawrence Berkeley Laboratory provided valuable computer programming and data processing services critical to the conduct of the study. And not the least of all, we thank the many Asian Americans for their patience and understanding in awaiting the release of the report.

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July 4, 1977

SUMMARY AND CONCLUSIONS

This study presents prima facie evidence* showing that Asian Americans are victims of discriminatory patterns of employment in the large private industries in the San Francisco Bay Area. Asians, primarily of Chinese, Filipino, and Japanese descent, in 1975 comprised about 7.5% of the total population in a labor market consisting of the counties of San Francisco, Alameda, Contra Costa, San Mateo, and Marin,** whose total population is about 3.1 million. This is a metropolitan area with the highest proportion (7.5%) and the largest population (about 250,000) of Asian Americans in the mainland United States. Also, the area's Asian population is comparable to that of the black and Hispanic American populations.***

The study shows that large classes of Asian workers are victimized by the employment patterns, the severity of which is measured by the deficit numbers (or surpluses) listed in Table A of Appendix A. The persistence of the patterns is seen from the small changes in the deficit numbers (or surpluses) over the 1970 to 1975 period (Table B of Appendix B). The deficit number is a statistically significant difference between the number of Asians employed and the number expected from parity (Sections 2.1 and 2.2). Thus the disparities cited cannot be due to random chance. The appropriate statistical distribution -- binomial, Poisson, or normal approximation -- is used to calculate the probability for finding a given Asian employment level in a labor market area where Asians comprise a known percentage of the adult population.

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* legally sufficient to establish a fact or a case unless disproved; see case law citations on page 328.

** the San Francisco-Oakland Standard Metropolitan Statistical Area.

***Based on the 1970 Census, the population of 3,109,519 in the San Francisco-Oakland SMSA was 6.2% Asian, 7.4% Spanish origin, and 10.6% Black.

Parity is based on the proportion [illegible] those in the adult population, with the proportion allocated by sex using the latest labor-force distribution information. Child rearing responsibilities of women preclude their labor force participation on a level with that of men. This parity standard is aimed at the long term; it does not discriminate against those not already in the labor force and does not perpetuate past (or present) occupational patterns. Also discussed are the implications of using other parity models such as those based on the total population, the adult population, the labor force, and the employed labor force from EEO-1 data (Section 2.2).

Automated data processing was used, and computer programs were designed to help analyze the EEO-1 data for the San Francisco-Oakland SMSA, which typically includes 500,000 employees, 1,500 employers, and 100 industries (at the 3-digit SIC code level). The latest (1975) EEO-1 data, the 1973 and 1970 EEO-1 data, 1975 employment data from the State of California, and 1970 census data form the data base for the analysis.

The general pattern of employment by industry (Section 3.2) shows Asians well below parity in Construction, Wholesale Trade, and manufacturing industries such as Food Products, Paper, Printing and Publishing, Petroleum Refining, Primary Metals, and Fabricated Metal Products - again high wage industries. Even in Retail Trade, they were concentrated in the low wage industries - Eating and Drinking Places, General Merchandise Stores (mostly the department stores), Apparel Stores, and Miscellaneous Retail Stores (mostly drug stores) - versus Building Material Stores, Food Stores (mostly the supermarkets), and Furniture and Home Furnishings Stores, which are all higher wage retailers (Figure 11). On the other hand, they were well above parity in Commercial Banking and Insurance, where they are mostly clerical workers, as well as in Hotels and Health Services (mostly the Hospital and the Nursing Facilities industries), where they are mostly food and cleaning service workers. Here too, the pattern of low employment in high-wage industries, and conversely, of high employment in low-wage industries is evident.

The concentration of Asians in the low-wage industries is a reflection of Asians' poor occupational distribution. Asian employment by occupation within each industry is analyzed (Section 3.3), statistically significant disparities are uncovered, and the results are summarized in a matrix of patterns for these industries (Section 3.4). The employment and parity profiles (Appendix C) graphically show the Asian pattern in each industry. Six patterns are uncovered. The patterns and their analysis based on present theories of economic discrimination, reviewed in Appendix D, are the following:

1. Asians are below parity as managers in industries such as Food Products, Air Transportation, and Insurance. They are below parity as managers even in industries where they are above parity as professionals and technicians, such as Chemical Products, Electric and Electronic Equipment, and Commercial Banks.

   Dual labor market theory suggests that although the Asian professionals and technicians in these industries are primary sector workers, they are lower tier rather than upper tier. Those in the upper tier are the managers who can pursue individual initiative, make decisions, and change policy - the same capabilities that, in the main, separate the primary sector from the secondary sector. The secondary sector usually consists of operatives, laborers, and service workers. Mobility between tiers is as unlikely as mobility between sectors. Moreover, neo-institutional theory points to the modern industrial state, with its high technology industries, as requiring from its managers traits such as aggressiveness, leadership, and other special skills, as well as technical ability. Employers are faced with long queues of equally qualified applicants. Thurow suggests that most employers probably choose on the basis of their perceptions of those who are the best qualified. And as pointed out by Arrow, those chosen in turn are able to gain experience and skills that can be developed only on the job (as in managerial jobs), thus further placing them at an advantage over those not chosen. Because of the investment in them, employers protect their managers through generous fringe benefits, promotions, and job security. The end result is a labor market for managers which faces minimal competition from other workers. The evidence shows that few Asians, even in industries where they are readily hired as professionals, are chosen for the managerial ranks.

2. Role discrimination, as described by Boulding and Bergmann, can account for the second pattern: the absence of Asians from the professional ranks of industries such as Newspapers, Air Transportation, Radio and Television Broadcasting, Entertainers, and Legal Services. Perhaps today's Asian families, teachers, job counselors, and such "significant others," do not see Asians as journalists, airline pilots, newscasters, musicians, actors, and attorneys. And consequently, young Asians do not aspire for these occupations. This is the same type of role-setting wherein boys become doctors while girls become nurses.

   Moreover, professionals such as attorneys and physicians are in labor markets where entry is limited by restrictive licensing procedures -- and by exclusionary admissions at professional schools -- making these labor markets much less competitive than is demanded in orthodox theory. Even journalists and actors work in a market where employers are in only limited competition with other employers, so that their perceptions allow them to impose subjective preferences for those ostensibly more "qualified" than others, a process clearly conducive to discrimination.

3. The third pattern is that of Asians below parity as salespersons in industries such as the Wholesale Trade of Motor Vehicles, Metals, Electrical Goods, Machinery, Drugs, Groceries, and Chemicals. Here, salespersons and managers are the main ranks of workers, and the determinants of profitability of the enterprises. But in the Wholesale Trade industries, Asian males are employed as operatives, and females are employed as clerks; few are employed as salespersons.

   Even in Retail Trade, employer perceptions of those who best qualify as salespersons can explain the employment of Asian males in Grocery Stores and Asian females in Department Stores and in Eating and Drinking Places, but not in Lumber and Other Building Materials or Furniture and Home Furnishings Stores. It may be that employers see a need for more "salesmanship" in these latter than in the former industries; or we can look to the discriminatory attitudes of some consumers as an explanation for disparities in the ranks of workers who work directly with the public. Such a cost, however, over the long run is not likely to be borne by consumers. As suggested by Thurow, most discriminatory consumers would maximize social distance rather than physical distance.

4. The fourth pattern is the employment of Asian females only as clerical workers in industries such as Food Products, Printing and Publishing, Machinery, Railroad Transportation, Air Transportation, Wholesale Trade, Security Brokers and Dealers, Legal Services,

Engineering and Architectural Services, and Accounting, Auditing, and Bookkeeping Services. The summary matrix (Section 3.5) shows the pervasiveness of this pattern. The Asian females are in the primary sector but are lower-tier workers facing restricted upper mobility (as in dual labor market theory). They are clustered into these ranks, thus artificially raising the labor supply and lowering their wages (as in the crowding hypothesis). And they are victims of role and sex discrimination practiced by employers, who in concert with other employers, see Asian females as best suited for clerical occupations, thus limiting their occupational choices. Even those females who invest in a college education (viewed as human capital in orthodox theory) are victimized by such stereotyping.

5. The fifth pattern, as pervasive as the fourth, is the low employment of both Asian males and females in the main ranks of laborers, operatives, and craftspersons in industries such as Construction, Food Products, Printing and Publishing, Chemicals, Petroleum, Metals, Metal Products, Machinery, Trucking and Warehousing, and Wholesale Trade (except for the Asian male sorters and handlers in Durable Goods, as previously noted). Orthodox theory would look to labor union monopolies restricting entry into the flow of labor in Construction, Printing and Publishing, and Trucking and Warehousing. Apprenticeship programs can aggravate rather than ameliorate entry into the journeyman ranks.

   In industries where workers become union members only after employment, labor union monopolies cannot explain the pattern. Here, the blue-collar supervisors and others bearing on the hiring decision may be motivated primarily by job control, job status, and job security rather than by the employer's profit motive. As suggested by Arrow, hiring can be based on prejudice in the literal sense or on perceptions of those who are better qualified. Also, although skills required for these blue-collar jobs can be acquired relatively easily, hiring can be based on attitudes toward race as a predictor of job performance. The statistical or search model would suggest that an employer unfamiliar with Asian workers transfers the cost of this uncertainty to the Asian applicants by not hiring them.

6. Lastly, the sixth pattern is a consequence of the fifth pattern: Asians are clustered in the service worker ranks of industries such as Eating and Drinking Places, Hotels and Other Lodging Places, Services to Dwellings, and Hospitals where they are food and cleaning workers. This is in part because of their exclusion from the blue-collar ranks of many industries. Asian service workers, as suggested by dual labor market theory, are secondary workers who are excluded from competing in the primary sector. Moreover, as with Asian females in the clerical ranks, they are crowded in these ranks, artificially raising the labor supply and thereby lowering their wages. Asians forced to accept these jobs are perceived as a capable and reliable labor supply, thus also reinforcing such stereotypes as Chinese for cooks and waiters and Filipinos for busboys and janitors. Role discrimination by employers can explain much of this pattern. This also leads to poor role models for Asians, who are unaware of the discriminatory processes victimizing them. Their expectations for better jobs are lowered, and this is communicated to their children, who then later pursue limited career options.

The Asian employment levels, by industry, from 1970 census data generally are consistent with those from 1970 EEO-1 data.

The EEO-1 data provide employment by occupation in industry, but only for Asians as a group. Census data provide employment by occupation of specific Asian ethnic groups, but only for the total of all industries. Thus the 1970 census data provide clues for the specific ethnicity of the Asians victimized by the patterns uncovered from the EEO-1 data:

1. The low level of employment of Asians in the managerial and sales ranks is most severe for the Filipinos. The Asian managers are mostly Chinese and Japanese males who are self-employed in wholesale and retail trade. No data are available for Koreans and other Asians. Thus an Asian wishing to manage must open his or her own grocery store, restaurant, etc.
2. Females from all three ethnic groups - Chinese, Filipinos, and Japanese - are clustered in the clerical ranks. Even within these ranks they are low echelon workers: file clerks and typists rather than receptionists and secretaries.
3. The Asian female operatives are mostly Chinese females in the garment industry. Most of the Asian male laborers, who are freight, stock, and material handlers, are Japanese. And the Asian female domestic workers are mostly middle-aged to elderly Japanese.
4. All three ethnicities are absent from the crafts ranks. The Asians clustered in the food and cleaning service worker ranks are mostly Chinese males, Filipino males, and Filipino females.

Low earnings confirm the low occupational status of Asians in the Bay Area. From the 1970 census, the latest and only data available, Chinese males had 55% of the earnings of white males, Filipino males 58%, and Japanese males 81%; Chinese females had

27%, Filipino females 38%, and Japanese females 39%. Thus the high rate of participation in the labor force of Asian females (55% v. 44% for white females) and the high proportion of multiple earners in Asian families (60% v. 50% for white families) coupled with lower family incomes, also suggests a low economic status.

Finally, based on the results of the study, we recommend the following:

A laissez faire policy that would wait for the competitive market (limited and regulated as it is in many industries of the modern economy) eventually to drive out discrimination is not likely to succeed. Rather, policies and practice impinging on the employment process (in both hiring and promotion) by employers, by unions and other labor market monopolies, and by managers and supervisors, should be examined. Governmental agencies such as the EEOC and the Office of Federal Contract Compliance (OFCCP) should target for Title VII compliance on behalf of the large classes of workers adversely affected by such policies and practices. Perceptions of worker qualifications that result in role and sex discrimination also should be scrutinized. Asians victimized by the patterns should be made aware of the practices, be encouraged to pursue relief, and be assisted in career development.

The following recommendations address some of the specific patterns uncovered in this study:

1. The scarcity of Asians in the managerial ranks of the industries cited suggests a look at the advancement and promotion practices of employers. Affirmative action plans should be examined and monitored for such practices. Asian employees affected should challenge promotion practices and pursue litigation as necessary. The EEOC also can pursue Title VII compliance on behalf of employees in the industries identified.

2. Professional careers for Asians should be broadened beyond such stereotypes as accounting and engineering for the males, and nursing and clerical work for the females. Parents, peers, teachers, counselors and such "significant others" play a strong part in career tracking. Labor market restrictions, resulting from admissions programs in professional schools such as law and medicine as well as from licensing procedures, should be examined.

3. The scarcity of Asians in the sales ranks of the wholesale trade industry, as cited above, suggests a look at the hiring practices of employers and a Title VII compliance program by the EEOC or by the private sector.

4. Sex and role stereotyping of Asian females as clerks, resulting from the hiring practices of employers, can be studied from employer applicant files and the subsequent hires. How are they clustered into the clerical ranks? What has been the effect for Asian females of management advancement programs and other advancement programs for female workers in industries such as banking and insurance?

5. Entry procedures into the unions that refer members to jobs should be examined for exclusionary effects on Asians. Attrition in the apprenticeship programs, from the application process through training and job referral, should be examined. An outreach program for Asian apprentices should be pursued through the high schools, community colleges, and various CETA (Comprehensive Employment and Training Act) programs. The hometown plans for federally assisted contracts should require minority utilization separately by race and ethnicity. Non-compliance with plans should be met with sanctions and penalties such as those cited in Executive Order 11246: suspension of contracts and prevention of entry into future contracts.

Minority community agencies, as consultants, can assist in the review and monitoring of such plans.

6. Hiring practices for blue-collar jobs such as laborers, operatives, and craftspersons in the industries cited should be examined. Participants in the hiring process include public and private employment agencies, the personnel departments of employers, and managers and supervisors in the blue-collar ranks. How are these jobs announced? The work force utilization analysis and hiring goals of employers with federal contracts in the industries cited should be reviewed. The pervasiveness of this pattern of low-level employment of Asians in the blue-collar ranks of these industries suggests that EEOC should target them for Title VII compliance.

7. Under-employment of Asians in the food and cleaning service worker ranks in restaurants, hotels, and hospitals should be studied. How are their options limited to these jobs?

8. Finally, we recommend:
   (a) that the EEOC pursue class action programs, using the results of this study as groundwork, to provide relief to the large classes of Asians victimized.

   (b) that the study methodology be used by the EEOC to design a compliance monitoring system that would readily assess the state of compliance of an industry or employer. Such a system also can be used by the deferral agencies for Title VII cases (usually the State Fair Employment Practices Commissions) and the the OFCCP agencies.

   Employment patterns for other racial minorities can be uncovered using the same methodology developed here.

   (c) that the study methodology developed be applied in the

New York and Los Angeles metropolitan areas, where Asians also are concentrated, thus cost-effectively uncovering the employment patterns for most of the Asian population in the mainland United States.

(d) that the EEOC pursue an outreach program to both Asian employees and their employers to disseminate the results of the study to them, to encourage Asians to pursue relief, and to assist employers in correcting the disparities. Employers should also undergo training which acquaints them with the value systems and behavior of their Asian employees.

(e) that the effects of racism and prejudice on the Asian male and female personality be studied, that their coping styles and defensive mechanisms be uncovered, and that their mental health be assessed vis-à-vis the stresses caused by prejudice which lead to their sense of not belonging to, or of not being full participants in, the society at large.

1. INTRODUCTION

The objective of the study is to uncover employment discrimination against Asian Americans in private industry in the San Francisco-Oakland SMSA. The focus is on class patterns that victimize large numbers of workers.

The analytical framework for the study begins with a review of economic discrimination theories (presented in Appendix D) which suggest starting with the market side, as represented by the specific occupational patterns in the wide range of industries in the Bay Area. These industries reflect the diversity and complexity of the labor market in a modern industrial economy. Next, various measures of parity in such a labor market are analyzed, and disparities or departures from parity are defined. Tests are developed to determine which disparities are statistically significant and are not simply due to random chance. The procedure for characterizing the employment in private industry is designed, and the data base required is analyzed. All of this is presented in Section 2.

The results of the analysis follow in Section 3. First, the general patterns of employment by industry are discussed. Then follows a detailed industry-by-industry analysis of the occupational patterns. Discriminatory patterns are uncovered. A matrix of discriminatory patterns by industries (Table 1) summarizes the results. The deficit numbers (or surpluses) associated with each pattern in each industry are listed in Appendix A, showing the severity of the patterns. Census data analyzed to augment the results from the EEO-1 data comfirm the low status of the Asians in this labor market; this is based on the occupational distribution of the specific Asian ethnicities and on their income relative to white males.

The patterns uncovered are viewed in the light of present economic discrimination theories: orthodox or neoclassical, dual labor market, industrial relations or bargaining, and radical. Also, role discrimination, queueing theory, the crowding hypothesis, and the statistical or search model are examined to help explain the patterns. This all is discussed in Section 4.

The report ends with the presentation of recommendations in Section 5.

Results of the calculations for statistical significance of disparities in employment level by occupation by industry, using 1975 EEO-1 data, are shown in Appendix A. Persistent disparities based on EEO-1 data for 1970, 1973, and 1975 are shown in Appendix B. Appendix C contains the employment and parity profiles for Asians in the SMSA.

Thus, individual sections of the report can be read nearly independently of the others: the analytical techniques are in Section 2; the results of the analysis are in Section 3; the comparison of the observed patterns with economic discrimination theories are in Section 4; and the recommendations are in Section 5. And within Section 3, the general patterns by industry are in Section 3.2 and the specific occupational patterns by industry are in Section 3.3; the appendices contain the calculations carried out for the analysis.

2. THE ANALYTICAL FRAMEWORK

The analytical framework is shown schematically in Figure 1. First, a review of present theories of economic discrimination sets a foundation for the analysis, leading to a focus on the market side: the present employment of Asians. Parity employment for Asians is then compared with their present employment; differences observed are tested for statistical significance to preclude those due to random chance from being called out as disparities. Disparities thus are uncovered, and these are compared with discrimination theories in order to interpret the patterns and to present recommendations.

The state of the art of minority employment studies consists of comparisons of occupational distributions between a particular minority and whites,[1] comparisons of minority employment levels by occupational category with their average (aggregate) employment level[2] or with their proportion in the labor force.[3] An occupational distribution shows the percentage employment of the total employment for all occupational categories in each category. Other studies compare minority occupational distributions with that for the total labor force of all races.[4] Still other stu-

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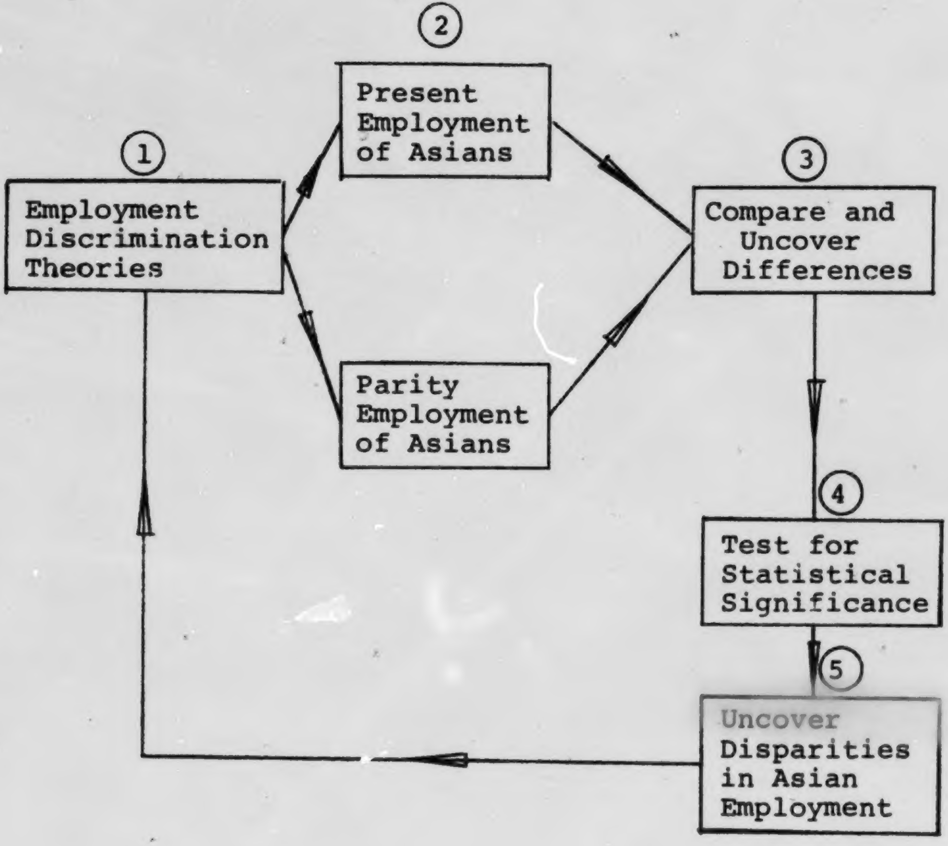
[1] See for example, S.A. Levitan, W.B. Johnston and R. Taggart, Still a Dream: The Changing Status of Blacks Since 1960, Cambridge, Mass.: Harvard University Press, 1975, pp. 44-78.

[2] U.S. Equal Employment Opportunity Commission, Equal Employment Opportunity Report - 1973, Washington, D.C.: U.S. GPO, 1975, Vol. 1, pp. xiii-xxix.

[3] For example, F.H. Schmidt, Spanish Surnamed American Employment in the Southwest, Washington, D.C.: U.S. GPO, 1970.

[4] For example, Urban Associates, Inc., A Study of Selected Socio-Economic Characteristics of Ethnic Minorities Based on the 1970 Census, Vol. II: Asian Americans, Washington, D.C.: U.S. GPO, 1974.

Figure 1. Schematic Design of the Analytical Framework of the Study


②
Present Employment of Asians
①
Employment Discrimination Theories
③
Compare and Uncover Differences
Parity Employment of Asians
④
Test for Statistical Significance
⑤
Uncover Disparities in Asian Employment

dies compare minorities with each other in a regional analysis,[5] and with the white population in a nationwide (aggregate) analysis.[6] Another approach compares the concentration by occupational category of females with that of white males, showing clustering of women in low-paying occupations.[7] Most studies pursue employment comparisons in large areas, such as nationwide or regional, thus involving large numbers of employees or workers. Also, typically, employment is analyzed by major industrial divisions (construction, retail trade, etc.) with no occupational analyses within such industries. Or alternatively, the analysis is by occupational category but with no analysis by specific industry. Thus, the sample populations usually are sufficiently large that the disparities are statistically significant, although statistical tests generally are not mentioned. Also, while there are reasons for the use of particular parity standards, they generally are not made explicit. Even less attention is given to the rationale for choosing a particular level of geographical aggregation. Nationwide comparisons would generally be tenuous, whereas those carried out for a given metropolitan area (SMSA) usually are appropriate.

In contrast with most state-of-the-art studies, the results reported herein are based on the following features of the analytical framework:

(1) The definition of a disparity.

(2) An analysis of employment parity models and the arguments for choosing a "population-labor force model."

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[5] G.L. Wilber and R.J. Hagan, Metropolitan and Regional Inequalities Among Minorities in the Labor Market, Springfield, Va: NTIS, 1976.

[6] G. L. Wilber, D.E. Jaco, R.J. Hagan and A.C. Del Fierro, Jr., Orientals in the American Labor Market, Volume II, Springfield, Va.: National Technical Information Service, 1976.

[7] Mary H. Stevenson, "Relative Wages and Sex Segregation by Occupation" in Cynthia Lloyd, ed., Sex, Discrimination and the Division of Labor, New York: Columbia University Press, 1975, pp. 175-200.

(3) The choice of the Standard Metropolitan Statistical Area as the relevant labor market area.

(4) An analysis of employment level by sex for each occupational category by industry. Industries are uniquely characterized by the choice of the three-digit SIC (Standard Industrial Classification) code level.

(5) The analysis by occupation by industry leads to small sample populations in most cases, thus requiring careful selection of the statistical tests of significance of the disparities.

(6) An analysis of the time trends of disparities, also tested for statistical significance, in order to identify persistent patterns.

(7) The use of automated data processing as dictated by the size of the EEO-1 data base and the detailed calculations required by the analysis.

In common with most studies, however, the study reported herein addresses large classes of workers rather than individual victims of discrimination on a case-by-case level. Thus, the study is class-action oriented; the results are appropriate for setting policy and pursuing cost-effective programs for providing relief to large classes of workers. This, of course, does not question the legitimacy of addressing individual cases, the task of the various compliance agencies such as the EEOC and the various state and local government agencies charged with handling discrimination cases and the few community agencies to whom frustrated discriminatees usually turn to for relief.

The components of the analytical approach are now presented in the sections that follow (2.1 to 2.6).

2.1. A DISPARITY IN EMPLOYMENT LEVEL

Employment parity dictates what Asian employment should be (ideal employment) in each occupation and industry. A disparity exists when the number of Asian employees compared with the number expected from parity is different at a statistically significant level, i.e., cannot be attributed to chance.

In symbolic terms, a disparity in employment level is defined by:

$$D^{A}_{ijt} = N^{A}_{ijt} - (P^{A}_{t}) \cdot (N_{ijt})$$

where:

D^{A}_{ijt} = The disparity in the number of Asians (A) employed in industry i and occupation j in year t.

N^{A}_{ijt} = the number of Asians employed in industry i and occupation j in year t.

P^{A}_{t} = the parity proportion for Asians in year t.

N_{ijt} = the number of employees of all races employed in industry i and occupation j in year t.

Moreover, the definition requires that the disparity be statistically significant.

Each of the above variables, such as current employment and parity, is specified for the relevant market area. Also, operationally, the disparities are defined by sex in order to uncover sex as well as race patterns:

$D^{AM} = N^{AM} - (N^{M+F}) \cdot (P^{AM})$ for Asian males

$D^{AF} = N^{AF} - (N^{M+F}) \cdot (P^{AF})$ for Asian females

where for convenience of notation, the dependence of the variables on i, j, and t have been left out, and where:

P^{AM} = the parity proportion for Asian males.

P^{AF} = the parity proportion for Asian females.

It is important to note that the number by sex expected from parity is calculated from the total number of employees of all races and both sexes, N^{M+F}. To base the calculations on separate work forces of males (N^{M}) and females (N^{F}) would preclude a sex discrimination analysis.

Note also that disparities are defined such that deficit numbers are negative, denoting Asians employed in numbers less than expected from parity. Surpluses are positive, denoting a number in excess of parity.

Equitable employment is attained when Asians are at parity in every occupation in every industry. This expectation is legitimate for the "long run," the major focus of this study. A concept to the contrary would imply fundamental personal and market-side limitations or restrictions that a priori, even in the long term, would continue to preclude Asian employment at parity in every occupation. Departures from this would be exceptions rather than the general rule. Also, in the main, the study deals with the large numbers of "ordinary" occupations such as salesworkers, clerks, semi-skilled workers (operatives), technicians and managers, much more so than the highly specialized occupations which also are much smaller in number. The analysis by industry permits identification of such special situations.

Finally, the definition of a disparity assumes that the various employment patterns of the total work force of all races and both sexes in each industrial sector, as denoted by N_{ijt}, is a given. The rationale for this approach is based on the review of the various economic discrimination theories, as presented in

Appendix D. The market side is viewed as determined or characterized primarily by employers and by the various industrial sectors that they form - a major assumption in orthodox theory. (It should be noted, however, that the analysis herein generally does not subscribe to the orthodox theory of discrimination.) Employment is acknowledged as generally not determined by workers (the supply side), although Cain points out that,

> At a less ideological or philosophical level, a challenge to orthodox theory is the following: Why has the market not responded to the workers' tastes and preferences either by a redesign of jobs and upgrading of working conditions or simply by appropriate wage rate compensations? Workers will seek to balance nonpecuniary and pecuniary rewards from work, and search efforts and mobility by workers and employers should, over time, tend to produce the desired balance. Why, then, in a context of secular rising real wages, should the resulting total package of rewards be less satisfactory?[8]

It is also clear that the study reported herein analyzes past and present employment patterns, obviously as dictated by the market side. It is, however, also implied that attention paid to alleviating disparities will be based on this analysis of past and present patterns, which are assumed to carry over into the future unless shown to the contrary. Based on the persistence of the patterns uncovered herein, this assumption is valid.

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[8] Glen, G. Cain, "The Challenge of Segmented Labor Market Theories to Orthodox Theory: A Survey," Journal of Economic Literature, December, 1976, p. 1221.

2.2 EMPLOYMENT PARITY MODELS

Among the three variables in the definition of a disparity, two are given: the number of Asians employed (N^A) and the number of all races employed (N). The third variable, the parity proportion for Asians (P^A), depends on the parity model chosen. We discuss below the parity models found in state-of-the-art studies, where the models generally are not explicitly stated:

(1) Total Population Parity: This is based on the proportion of a minority group in the total population. Sex parity is determined by the sex distribution of the population. Any present differences in age distribution between the minority group and the total population are ignored since these are expected to become small over the long term.

(2) Adult Population Parity: This is based on the proportion of those sixteen years old and over in the total population (the adult population). The model specifically targets the "working age" group, taking into account differences in the age-sex distribution between groups.

(3) Labor Force Parity: This is based on the proportion of those who specifically are in the labor force, by sex. The labor force is comprised of those sixteen years old and over who are employed or are unemployed but seeking employment. Those not in the labor force are mostly housewives, students, retired persons, and, significantly, "discouraged workers" who have dropped out of the labor force usually because of the inability to find employment; also included are those who have voluntarily dropped out for whatever reasons. Thus, labor force parity takes as "given" those who are not in the labor force; this has the effect of decreasing

parity employment for groups such as Native American males and Hispanic females who currently have low labor-force participation rates.[9]

Labor force parity also takes into account the traditional difference in labor force participation between men and women. The latest data for the U.S. show a distribution of 60.1% male and 39.9% female for the labor force in 1975 among those 16 years old and over; projections to the year 1990 are 57.3% male and 42.7% female,[10] which is still a significant difference from 50% male and 50% female in the labor force distribution.

(4) Employed Labor Force Parity: This is based on the proportion of those who are in the labor force and employed. This has the effect of not only decreasing parity employment for those not in the labor force (such as the discouraged workers) but also for those in the labor force who happen to be unemployed. This parity model often comes into play when, for example, Census data for the employment by occupational category of minorities and women are used to set affirmative action goals. The model clearly perpetuates past patterns of employment much more than it provides a measure of equitable employment.

(5) EEO-1 Employment Parity: This is based on the proportion of minorities and women reported as employed in a given labor market area, based on EEO-1 data. Since EEO-1 data are reported annually, the use of this data

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[9] G.L. Wilber and R.J. Hagan, Metropolitan and Regional Inequalities Among Minorities in the Labor Market, Springfield, Va.: NTIS, 1976, pp. 1 and 11.

[10] H.N. Fullerton, Jr. and Paul O. Flaim, "New Labor Force Projections to 1990," Monthly Labor Review, December 1976, p.7.

base permits ease of updating; however, the model decreases parity employment for those not in the mainstream industries (employers with 100 or more employees who thus are required to report EEO-1 data). Also, parity employment is reduced for groups with a high unemployment rate.

(6) Population-Labor Force Parity: This is based on the proportion of those in the population 16 years old and over, distributed by sex on the basis of the labor force distribution. The model is a synthesis of adult population and labor force parity, combining some features of each. Thus, the model does not discriminate against groups with a traditionally low labor-force participation rate (thus not assumed as given), groups with proportionately higher numbers of discouraged workers, and groups with a high unemployment rate. Parity employment by sex is achieved by the use of the labor force distribution by sex as a weighting factor for population parity. To illustrate, if P^A is the proportion of Asians in the adult population, and the Asian labor force distribution by sex is 56% male and 44% female (such as in the SF-O SMSA in 1975), the parity proportions are:

$0.56 \times P^A$ for Asian males and
$0.44 \times P^A$ for Asian females.

This is the model chosen for the study. An even distribution ($0.50 \times P^A$ for both Asian males and Asian females) would overstate sex parity because of women dropping out of the labor force, even temporarily, to rear children. On the other hand, the model can understate sex parity, although by not more than 14% (0.50 ÷ 0.44). However, this 14% differential is "swamped out" by the severity of the sex discrimination patterns uncovered in the study.

Once the appropriate "population" for parity employment is identified, the next consideration is the proper identification of (a) the specific race or ethnicity of the "population" and (b) the relevant labor market area. It is desirable to analyze employment parity by specific Asian ethnicity; however, this is not possible from EEO-1 data which uses the aggregate category "Asian American" (previously "Oriental"). The group includes Chinese, Japanese, Filipinos, Koreans, and all other persons having origins in the Far East or Southeast Asia. For a study of employment, however, the use of the "Asian American" category is not too inappropriate because:

(1) Many employers probably perceive and thus treat the various Asian groups as a group distinguishable from whites, blacks, Hispanics, and American Indians. Since racial discrimination in employment generally depends on the perceived race or ethnicity of the employee (or applicant), the resulting categorization speaks directly to the problem.

(2) The various Asian groups of Chinese, Japanese, and Filipinos in California share a similar history as victims of economic discrimination dating back to the 1850's, having origins in the industrialization of the State of California and the unionization of labor.[11]

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[11] See for example, Alexander Saxton, The Indispensible Enemy: Labor and the Anti-Chinese Labor Movement in California, Berkeley: The University of California Press, 1971;

Yamato Ichihashi, Japanese in the United States, New York: Arno Press and the New York Times, 1969;

Roger Daniels and others, "The Asian American," Pacific Historical Review, November 1974, Berkeley: University of California Press, 1974;

Carlos Bulosan, America is in the Heart, Seattle: University of Washington Press, 1973;

Ira B. Cross, History of the California Labor Movement, Berkeley: The University of California Press, 1935.

(3) As shown in Section 3.5, the employment patterns of the Chinese, Filipinos, and Japanese in the San Francisco Bay Area, such as those based on the 1970 Census data, are much more similar than dissimilar when compared to the majority of white males; earnings data also confirm this.

Finally, a parity model requires the identification of the relevant labor market area. For this study of Asians in the San Francisco Bay Area, the San Francisco-Oakland Standard Metropolitan Statistical Area (SMSA) is deemed the relevant labor market area. As defined by the Office of Management and Budget, an SMSA includes (a) contiguous counties metropolitan in character with economic and social relationships and (b) within such counties, one or two central cities also with general socio-economic ties and with a combined population of at least 50,000 inhabitants.[12] The SF-O SMSA is composed of the City and County of San Francisco, the counties of Alameda, Contra Costa, Marin and San Mateo, and the central cities of San Francisco and Oakland.

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[12] U.S. Bureau of the Census, The Methods and Materials of Demography, Washington, D.C.: U.S. GPO, 1973, p. 127.

2.3 TESTS OF THE STATISTICAL SIGNIFICANCE OF DISPARITIES

Differences between the number of Asians employed and the number expected from parity are defined as disparities when the differences are statistically significant. Careful tests of statistical significance are required in this study because of its focus on employment by specific occupational categories in individual industries; this leads to comparatively small numbers as represented by N_{ijt}, the total number of employees of all races and both sexes in industry i, occupation j, and time t. In EEO-1 data, N_{ijt} are of course obtained from those employers who report. (The coverage by EEO-1 data of total employment data is discussed in the next section.) Tests of statistical significance developed for the study are presented below. The binomial, hypergeometric, Poisson, and normal distributions, and when they are valid for this application, are discussed.

The Binomial Distribution

The test of statistical significance lies in the question: What is the probability of finding a number of Asian employees (N^A) in a total work force numbering N of a group of employers operating in a labor market where P^A is the parity proportion for Asians, if the employers are nondiscriminatory, thus randomly hiring from a pool of qualified or qualifiable applicants? If the probability is high, the difference between N^A and $N \cdot P^A$ (the number expected from parity) is not statistically significant; if the probability is low, the difference is statistically significant, as defined below. The appropriate probability function is the binomial distribution given by:[13]

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[13] See for example, John E. Freund, Mathematical Statistics, Englewood Cliffs, N.J.: Prentice-Hall, Inc., 1962; also P.G. Hoel, Introduction to Mathematical Statistics, New York: John Wiley & Sons, Inc., 1958.

$$Pr(n \leqslant N^A; N, P^A) = \sum_{n=0}^{N^A} \frac{N!}{n!\ (N-n)!} \times (P^A)^n (1-P^A)^{N-n}$$

where, N^A = the number of Asians employed, by sex.

P^A = the parity proportion for Asians, by sex.

N = the total number of employees of all races and both sexes.

n = a summing index, and

$Pr(n \leqslant N^A; N, P^A)$ = the probability of finding N^A or fewer Asian employees out of N employees of all races in a labor market area where the parity proportion for Asians is P^A.

The Level of Confidence for a Disparity

The level of confidence for a disparity is given by

$$(1-Pr) \times 100\%$$

In the study, a 90.0% (or greater) level of confidence, or equivalently, a 0.10 (or less) level of significance is chosen as statistically significant; the probability is less than one in ten that the indicated disparity is due to random chance. For this particular application and for other similarly "soft" social science problems, the use of standard cut-offs such as the 95% and 99% levels of confidence is not warranted.[14,15] A mechanical application of such cut-offs can obscure statistically significant results.

Also, not that a one-tailed test is used; a two-tailed test would define the level of confidence as

$$(1 -2 \times Pr) \times 100\%$$

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[14] University of California at Berkeley, Affirmative Action Program and Related Documents, Vol. 1 and 2, Berkeley: University of California, February, 1975, see Tab. A. "Utilization Analysis, Goals and Timetables."

[15] J. Gibbons and J. Pratt, "P-Values: Interpretation and Methodology," American Statistician, February, 1975.

A one-tailed test is consistent with the analytical approach of the study wherein patterns of employment are first uncovered (using the SICBAR computer program, Section 2.5) before the statistical tests are conducted. The pattern is either low level of employment or high level of employment ("clustering"), thus calling for a one-tailed test.

The Hypergeometric Distribution

The binomial distribution assumes "sampling without replacement;" the Asian labor force and the total labor force are sufficiently large in the labor market area that this condition is readily fulfilled. However, if the labor market was very small indeed, the hypergeometric distribution would be appropriate:[16]

$$H(N^A;\ N^A+M,\ N_T,\ M_T) = \frac{\binom{N_T}{N^A}\binom{M_T}{M}}{\binom{N_T + M_T}{N^A + M}}$$

where N^A = the number of Asians employed

M = the number of non-Asians employed

N_T = the total number of Asians in the labor force

M_T = the total number of non-Asians in the labor force

The hypergeometric distribution apples to "sampling without replacement." For example, from the binomial distribution, the probability of finding no Asians in a work force numbering twenty in a labor market which is 10% Asian is 0.12. For the extreme case of a very small labor force composed of only 100 workers (including 10 Asians), the probability of finding no Asians, based on the hypergeometric distribution, is 0.10, only slightly lower than the answer 0.12 from the binomial distribution.

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[16] See for example, J.E. Freund, Mathematical Statistics, Englewood Cliffs, N.J.: Prentice-Hall, 1962, p. 70.

Approximations to the Binomial Distribution

When N is in the range of 100 or more, the factorial terms of the binomial distribution become very large numbers and the computations impractical to carry out, even with large computers. Depending on the value of P^A and N, the Poisson or the normal approximation can be used instead.[17]

The Poisson distribution is:

$$\Pr(n \leqslant N^A;\ N,\ P^A) = \sum_{n=0}^{N^A} \frac{(N \cdot P^A)^n \quad e^{-N \cdot P^A}}{n!}$$

where the symbols are as previously defined for the binomial distribution.

The normal distribution is:

$$\Pr(-\infty < z \leqslant z_o) = \int_{-\infty}^{z_o} \frac{e^{-z^2/2}}{\sqrt{2\pi}} dz$$

$$\text{where,} \quad z_o = \frac{N^A/N - P^A}{\sqrt{P^A(1-P^A)/N}}$$

and the symbols again are as previously defined; z_o is the standardized variable of the normal distribution and the value of the integral is readily found in most statistics textbooks.[18] Occasionally, χ^2 (chi-square) is used for testing disparities. We note here that a chi-square test involving only two categories is equivalent to the above z-test of the normal distribution. The 2 x 2 contingency table for the χ^2 test is:

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[17] J.E. Freund, ibid., pp. 72, 147, 159.

[18] See for example, P.G. Hoel, *Elementary Statistics*, New York: John Wiley and Sons, Inc., 1966, p. 329.

	Asians	Non-Asians
Observed Employment	N^A	$N - N^A$
Parity Employment	$N \cdot P^A$	$N \cdot (1-P^A)$

and χ^2 is given by

$$\chi^2 = \frac{(A-C)^2}{C} + \frac{(B-D)^2}{D}$$

where the variables are substituted from

	Asians	Non-Asians
Observed Employment	A	B
Parity Employment	C	D

Substituting the values into the equation for χ^2 readily leads to

$$\chi^2 = z_o^2 \quad \text{or} \quad \chi = z_o$$

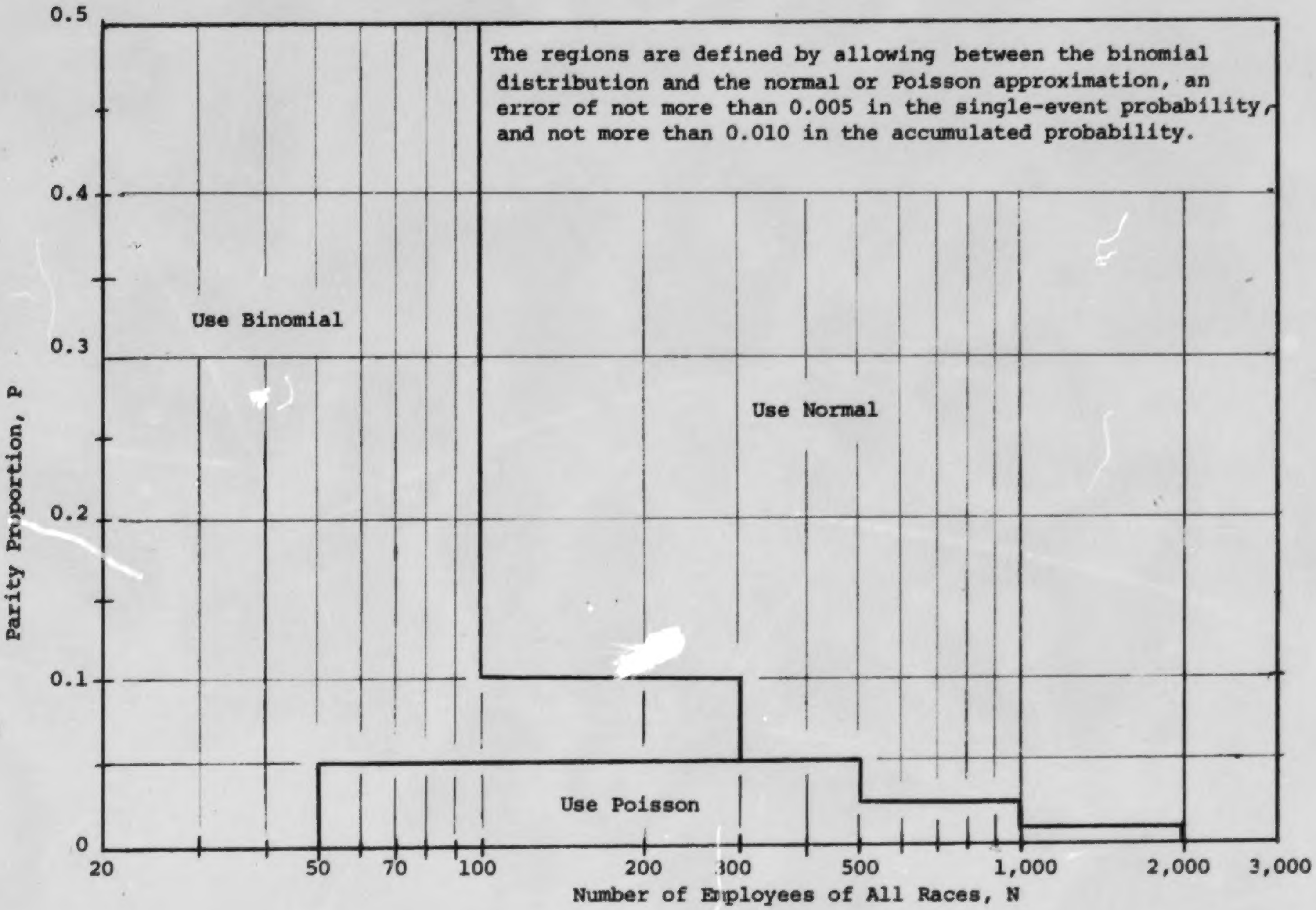
The range of validity of the Poisson and normal approximations was determined by requiring that their difference from the binomial distribution be (a) less than 0.005 in the single-event probability $Pr(n; N, P^A)$, and (b) less than 0.010 in the accumulated probability $Pr(n \leqslant N^A; N, P^A)$. Thus, not more than a one percent error in the level-of-confidence for declaring a disparity was allowed. Calculations using all three distributions were made to determine the valid ranges for the approximations. The results are shown in Figure 2, indicating that:

(a) The binomial distribution must be used when N is small: less than 50.

(b) The Poisson approximation is valid when P is small: when less than 0.05, except when N is less than 50.

(c) The normal approximation is valid when N is greater than 300 and P is at least 0.05. Also, when N becomes quite large ($N > 2,000$), the normal approximation is valid for any P.

Figure 2. The Poisson and normal approximations to the binomial distribution are valid in the regions defined by the total number of employees N and the parity proportion P.



The regions are defined by allowing between the binomial distribution and the normal or Poisson approximation, an error of not more than 0.005 in the single-event probability, and not more than 0.010 in the accumulated probability.

In particular, for this study, the value of P (the parity proportion for Asians, by sex) was always between 0.025 and 0.050. For this special case, the valid distributions are as shown below.

Distributions Valid When the Parity Proportion is Between 0.025 and 0.050

Distribution	Value of N (Total No. of Employees of All Races)
Binomial	$N < 50$
Poisson	$50 \leqslant N < 500$
Normal	$N \geqslant 500$

The Poisson approximation often was used, because the total number of employees by occupation within a given industry usually fell between 50 and 500.

2.4 CHARACTERIZATION OF EMPLOYMENT IN PRIVATE INDUSTRY

An analysis of Asian employment first requires an analysis of the employment of all workers, as determined by the market side. Such a market-side focus was justified from the review of the theories and models of economic discrimination (Appendix D). The characterization of the employment of all workers in private industry requires the following:

(1) An analysis of employment by specific industry for reasons given in Appendix D: economic discrimination can be expected to differ among sectors of the labor market.

(2) An analysis of employment by occupational category in each industry preferably by detailed as well as by broad occupational category.[19] Within a given work force, discrimination by occupational distribution is expected.

An industry is comprised of an employer or a group of employers who are engaged in supplying a similar group of goods and services. And as defined here, an employer can be one or more establishments of a firm (company or corporation) in the labor market area of interest. Industries are identified using the Standard Industrial Classification system.[20]

Finally, the characterization requires an assessment of its coverage of private industry employment.

An assessment of the available data base indicates that the following characterization is possible:

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[19] For example, detailed occupational categories are physician, dentist, teacher, secretary, etc. while broad occupational categories are professional, clerical worker, etc.

[20] Office of Management and Budget, Standard Industrial Classification Manual, Washington, D.C.: U.S. GPO, 1972.

(1) The total number employed, by industry, can be obtained from State of California data (annual) as well as from Census data (decennial). EEO-1 data (annual) shows employment as reported by those covered under the Title VII reporting requirements. State data are derived from employer data supplied to the State Employment Development Department. For 1970, these data provide the following for employment by industry in the San Francisco-Oakland SMSA:

Total Employment in the San Francisco-Oakland SMSA, 1970.

	Number of Workers (In Thousands) of All Races and Both Sexes, from:		
Industry	Bureau of the Census[a]	State of California[b]	EEOC[c]
Total	1,266	1,256	541
Minerals	-	2	2
Construction	68	62	40
Manufacturing	211	202	142
Transportation, Communication, and Public Utilities	127	133	102
Trade	263	266	89
Finance, Insurance and Real Estate	101	97	62
Services	250	222	104
Government	246	272	d

[a] U.S. Bureau of the Census, *Census Tracts-San Francisco-Oakland SMSA*, U.S. GPO, 1972, p. P-145.

[b] State of California Employment Development Department, *Area Manpower Review, San Francisco-Oakland SMSA, 1976-1977*, San Francisco: State of California, April, 1976, p. 76. These employment figures do not include the self-employed, unpaid volunteer or family workers, farm workers, and domestic workers in households.

[c] From the EEOC 1970 EEO-1 computer tape.

[d] Now covered separately by the EEOC EEO-4 survey.

The consistency of the (employer supplied) State data with the (employee supplied) Census data supports the identification of the SMSA as essentially one labor market area. The differences in the employment data for Services and Government are due to public educational services employment being included by the State under "Government." Note that manufacturing, trade (wholesale/retail), and services are the major industries in the SMSA, followed by transportation, communication and public utilities, and by finance, insurance and real estate. Private industry employment accounts for approximately four-fifths of all employment; the remainder is in government.

Employment by race or ethnicity however are not available from State data.

(2) Employment by occupation in each industry for each racial group can be obtained from EEO-1 data but not from State data nor from Census data (because of the poor reliability due to small sampling). EEO-1 data, however, report Asian Americans only as an aggregate group. Census data provide employment by specific Asian ethnicity and by broad occupational category but without an industry breakdown. Census data also provide detailed occupational data, but also without an industry breakdown and only for the Asian American aggregate.

(3) Time trends in Asian employment and total employment can be assessed from yearly EEO-1 data and from decennial Census data; time trends in total employment also can be assessed from State data.

Based on the above characterization required and the data available, the study proceeds as follows: Private industry employment and the disparities in Asian employment therein are assessed by broad occupation in specific industries by the use of EEO-1 data. Industries are analyzed primarily at the 3-digit SIC level in order to permit a clear identification of occupational patterns. The EEO-1 data also permit an analysis for the latest year (1975) and for an extended time period (1970 to 1975). The latest (1970) Census data, after comparison with the 1970 EEO-1 data, are used to infer employment by specific Asian ethnicity, and also to infer Asian employment by detailed occupation. State data are used to confirm total employment (of all races) by specific industry and also to assess coverage from the latest EEO-1 data. Thus the three data bases are complementary, and when analyzed and the results compared, provide a clear picture of Asian employment. Results of the analysis are presented in Section 3.

2.5. ANALYSIS OF EEO-1 DATA: UNCOVERING DISPARATE PATTERNS

As discussed in the previous section, EEO-1 data permit an analysis of employment by race, sex, and occupational category in specific industries. Employers filing the EEO-1 report indicate their major industrial activity. Industry data are thus formed from data for individual employers. The data base is massive, containing data for approximately 500,000 employees from about 1,500 employers in about 100 industries (at the 3-digit SIC level) for the San Francisco-Oakland SMSA for one year alone. The employment data for each employee are race, sex, and occupation. This section describes the procedure developed to uncover employment disparities using EEO-1 data.

A schematic diagram of the procedure is shown in Figure 3:

(1) Data are obtained on computer tape for automated data processing.

(2) Individual employer data are aggregated to form industry data. Aggregations are made at the 3-digit SIC level in order to clearly identify industries. Aggregations at the 2-digit level follow from 3-digit aggregations.

(3) Employers not belonging to the file are screened out. Such employers usually are those not located in the SMSA but who are found in the file because of (a) an APO (Army Post Office) San Francisco address, or (b) reporting by a headquarters unit located in San Francisco.

Also, approximately twenty racial/ethnic employers were extracted from the files. In principle, their inclusion can distort the true employment pattern for minorities in the industries. In this instance, however, the distortion would be small since the racial/ethnic firms numbered only about 1% of all employers and accounted for only about 1% of the

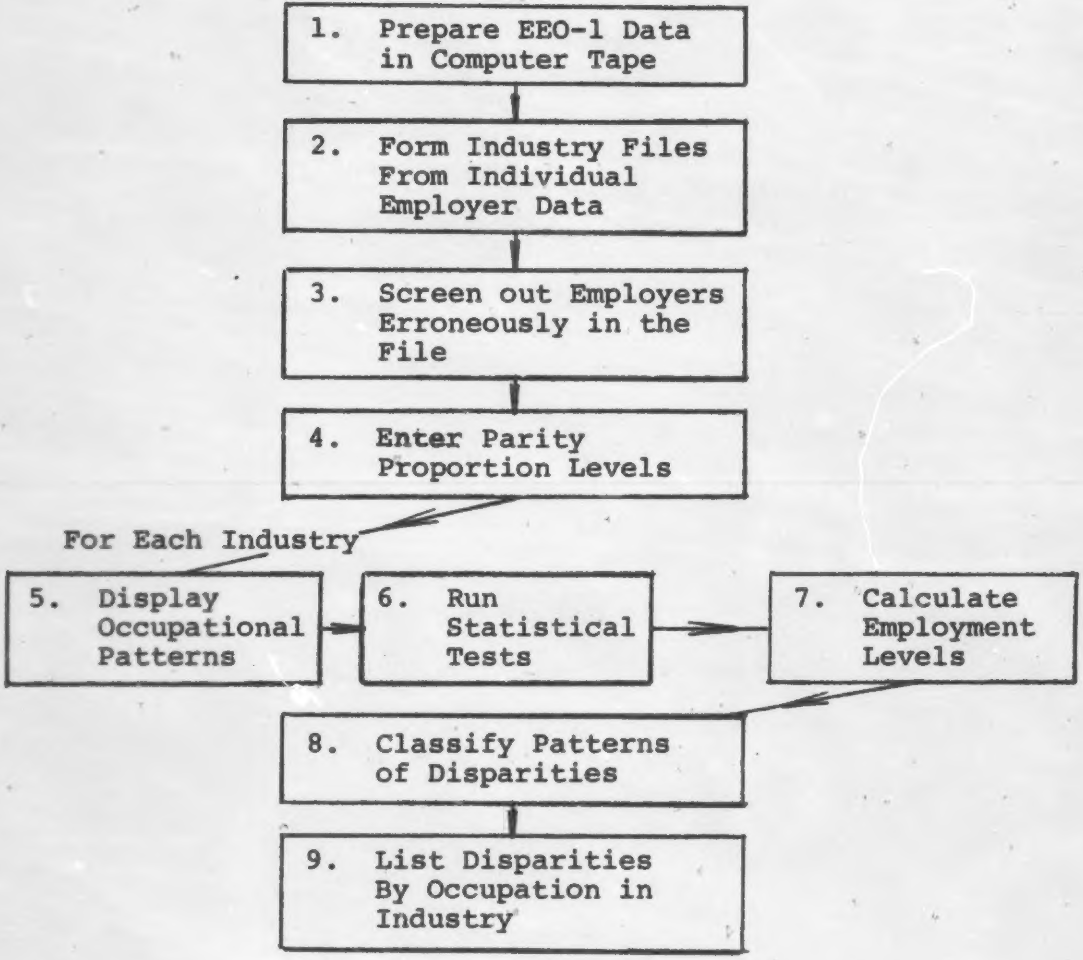


Figure 3. Schematic Diagram of the Procedure for Analyzing Disparities in Asian Employment Using EEO-1 Data

1. Prepare EEO-1 Data in Computer Tape
2. Form Industry Files From Individual Employer Data
3. Screen out Employers Erroneously in the File
4. Enter Parity Proportion Levels
For Each Industry
5. Display Occupational Patterns
6. Run Statistical Tests
7. Calculate Employment Levels
8. Classify Patterns of Disparities
9. List Disparities By Occupation in Industry

112,000 minority employees contained in the 1975 EEO-1 file for the SMSA. (By comparison, based on 1970 Census data, minorities comprised about 22% of the labor force in the SMSA.) Most of the Asian firms extracted are foreign-national Japanese banks and import-export firms. The race/ethnicity of establishments was determined from the aggregate of race-ethnicity of the managers, the professionals and salespersons, and of the total employment.

(4) A parity model is chosen as discussed in Section 2.2, and the Asian parity proportion levels by sex are entered into the data file. The Asian parity levels are different for 1975, 1970, and the midpoint year of 1973, due mainly to Asian permanent immigration to the SMSA.

(5) Using the SICBAR computer program developed for the study, the procedure next graphically displays the occupational patterns in each industry and compares the Asian pattern with that of the total work force. An example of the SICBAR output is that for the Residential Building Construction industry (SIC 152) in the SMSA in 1975, as shown in Figure 4. The X-bar profile shows the actual number of Asians employed, by sex, in each occupation; this is compared with the "race only" parity "P-profile" and with the race and sex parity "I-profile." Disparities in Asian employment are readily seen. The P-profile is calculated by multiplying the number of workers in each occupation by the proportion of Asians in the population. The I-profile is obtained from the distribution by sex of the P-profile using the labor force distribution by sex. For example, consider the craftsworker ranks in the example (Figure 4):

(a) The X-profile shows five Asian males and no Asian females.

(b) The P-profile for Asian males was obtained from 653 Asian male craftsworkers multiplied by 0.075

FIGURE 4 .   EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
FOR SIC 152 RESIDENTIAL BUILDING CONSTRUCTION

```
             NO. OF ASIAN FEMALES                                                                   NO. OF ASIAN MALES

                                     10            0     0             10             20            30            40
*===================================*=[============[=====[=============[==============[=============[=============[===========*
     NO. EMPLOYERS  15                             =     =
                                                  P=MANA-=PPPPPPPPPPPPPPPPPPPPPP
      TOT MALES   1689                   IIIIIIIIII=GER  =IIIIIIIIIIIIII
    TOT FEMALES    219                             =     =
          TOTAL   1908                             =     =
                                                   =     =XXX
---------------                                   P=PROF.=PPPPPPPP
                                               IIII=     =IIIII
                                                   =     =
     ASIAN MALES    15                             =     =X
  PC OF TOT   .8                                  P=TECH.=PPP
   ASIAN FEMALES     6                            I=     =II
  PC OF TOT   .3                                   =     =
                                                   =     =
                                                 PP=SALES=PPP
                                                 II=     =III
                                                   =     =
                                          XXXXXXXXX=     =XXXX
                                  PPPPPPPPPPPPPPPPP=CLERK=PPPP
                                          IIIIIIIII=     =IIIIIIIIIIIII
                                                   =     =
                                                   =     =XXXXXXX
                                                   =CRAFT=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                       IIIIIIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                   =     =
                                                   =     =XXXXXX
                                                  P=OPER-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                   IIIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIIIIIII
                                                   =     =
                                                  P=LABOR=PPPPPPPPPPPPPPPPPPPPPPPPPPP
                                       IIIIIIIIIIII=     =IIIIIIIIIIIIIIII
LEGEND ---                                         =     =
  XXXX - EXISTING PROFILE                          =     =
  PPPP - RACIAL PARITY ONLY                        =     =
  IIII - RACE AND SEX PARITY                     PP=SERV.=P
                                                  I=WRKR.=I
```

Craftspersons

(the proportion of Asians in the population in 1975), yielding 49. Since there were no female craftsworkers, there is no P-profile for the Asian females.

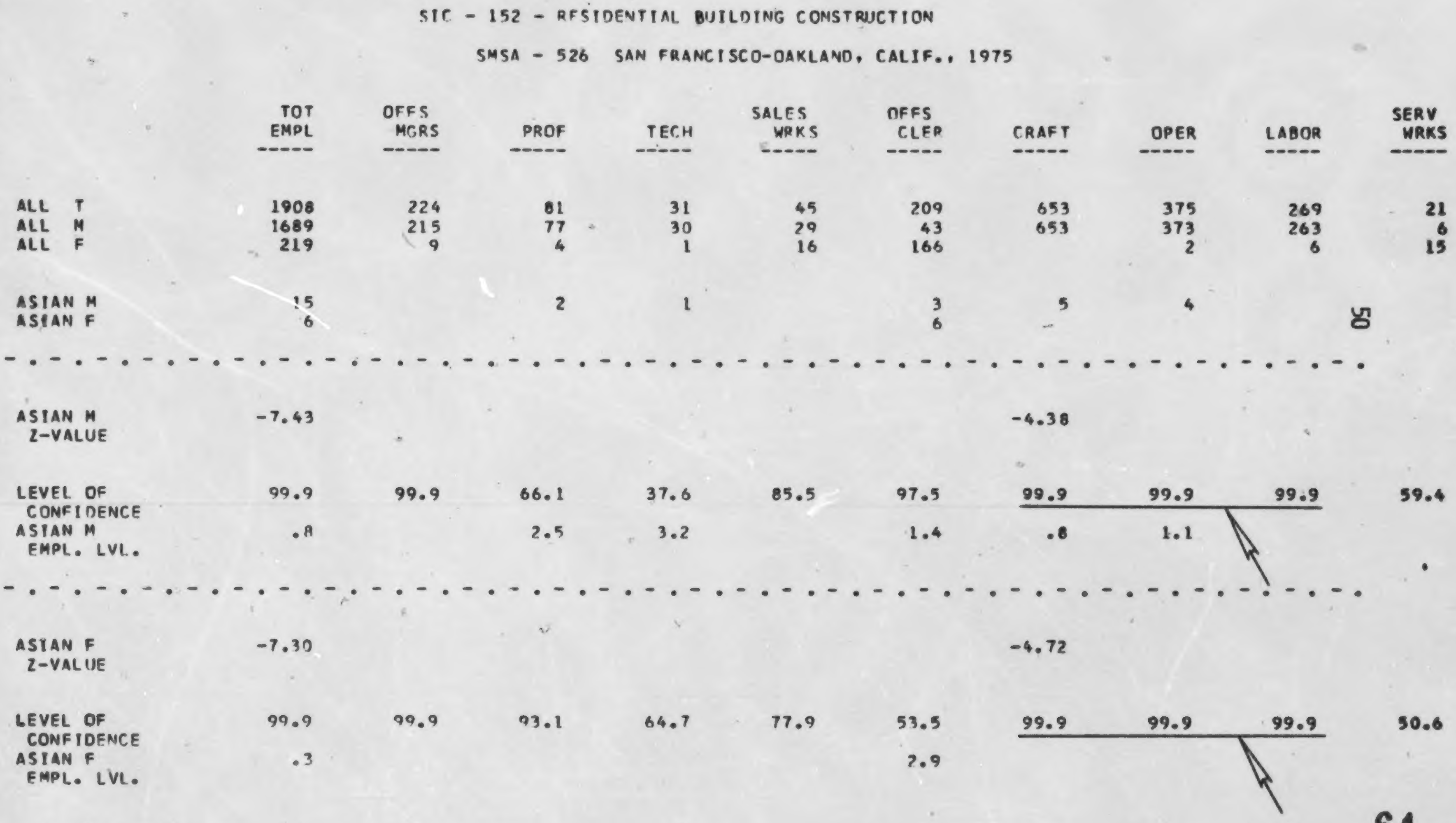
(c) However, race and sex parity is achieved by distributing the 49 Asian craftsworkers expected from race parity as 56% male and 44% female - the estimated labor force distribution by sex for Asians in the SMSA in 1975. The result is an I-profile of 27 for Asian males and 22 for Asian females, as shown in the figure.

The employment profile in Figure 4 shows a pattern of low-level employment of Asians in the dominant occupations of manager, craftsworker, operative and laborer.

In summary, the SICBAR program is designed to show (a) the dominant occupations in an industry and (b) a comparison of minority employment by race and sex in all occupations in an industry.

(6) The statistical significance of the disparities uncovered from the SICBAR output are calculated using the EPROB program, also developed in the study. As discussed previously in Section 2.3, the level-of-confidence for a disparity is calculated using the binomial, Poisson, or normal distribution, as appropriate. An example of the EPROB output is shown also for the Residential Building Construction industry (SIC 152) in Figure 5. The output shows the number of workers in each occupation, the corresponding number of Asians, and the level-of-confidence for any disparity between the number employed and that expected from parity. Note from this example that the disparities evident from the SICBAR output (Figure 4) are statistically significant at the 99.9% level-of-confidence.

Figure 5. Example of the EPROB output for the level of confidence of a disparity in the employment level of Asian males and females in the residential building construction industry.



```
                      SIC - 152 - RESIDENTIAL BUILDING CONSTRUCTION

                          SMSA - 526  SAN FRANCISCO-OAKLAND, CALIF., 1975

                       TOT      OFFS                          SALES      OFFS                                        SERV
                      EMPL      MGRS      PROF      TECH      WRKS      CLER     CRAFT      OPER     LABOR      WRKS
                     -----     -----     -----     -----     -----     -----     -----     -----     -----     -----

ALL   T               1908       224        81        31        45       209       653       375       269        21
ALL   M               1689       215        77        30        29        43       653       373       263         6
ALL   F                219         9         4         1        16       166                   2         6        15

ASIAN M                 15                   2         1                   3         5         4
ASIAN F                  6                                                 6

- . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . -

ASIAN M              -7.43                                                       -4.38
 Z-VALUE

LEVEL OF              99.9      99.9      66.1      37.6      85.5      97.5      99.9      99.9      99.9      59.4
 CONFIDENCE
ASIAN M                 .8                 2.5       3.2                 1.4        .8       1.1
 EMPL. LVL.

- . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . - . -

ASIAN F              -7.30                                                       -4.72
 Z-VALUE

LEVEL OF              99.9      99.9      93.1      64.7      77.9      53.5      99.9      99.9      99.9      50.6
 CONFIDENCE
ASIAN F                 .3                                               2.9
 EMPL. LVL.
```

(7) As part of the data base for the analysis, the employment levels by race and sex are calculated using the EARP program (Employment Analysis Report Program) designed by the EEOC. The employment levels by sex are calculated using the total employment of all races and both sexes as the base number. A calculation of the level separately by sex would perpetuate sex disparities.

(8) The three previous steps provide data (the SICBAR, EPROB, and EARP outputs) for classifying the patterns of disparities by occupational category in industries. In particular, the SICBAR and EPROB results support the use of a one-tailed statistical test for uncovering:

   (a) a low level of employment, or
   (b) a high level of employment (clustering), or
   (c) an equitable level of employment.

(9) Finally, the results of the analysis for each industry are summarized and listed using the OCCUP program, also developed in the study. An example of the OCCUP output is shown for the Local and Long Distance Trucking industry (SIC 421) in Figure 6. The output shows:

   (a) The total number of employers (46) in the industry (who reported EEO-1 data).

   (b) The number employed in each occupation - for example, 4,933 male operatives (drivers) of all races, 45 Asian male operatives for 0.9% of the total of 4,933 male and 42 female operatives.

   (c) Based on population/labor force parity, 4.2% should be Asian males and 3.3% Asian females (See Section 3.1). This leads to a deficit number of 164 Asian males vs. the 45 employed and a deficit number also of 164 for Asian females vs. none employed. The OCCUP output

Figure 6 . Example of the OCCUP output for the Local and Long Distance Trucking Industry.

```
-----------------------------------------------------------------------------
   |                   |                                     | ASIAN  |
   |                   |                  EMPLOYMENT IN 1975 |DEFICIT | LEVEL
   |                   |---------------------------------------(-) OR |   OF
   |                   |NC. |    |  |       |      | PER-    |        |
   |                   |OF  |    |  |   ALL |      | CENT    |SURPLUS |CONFI-
SIC|   INDUSTRY        |EMP |OCC |SX| RACES |ASIAN |ASIAN    |   (+)  | DENCE
-----------------------------------------------------------------------------

421 TRUCKING, LOCAL     46 TOTL M    8662    151    1.6       -249    99.9
    AND LONG DISTANCE      TOTL F     862     28     .3       -286    99.9

                           MGER M     989     13    1.2        -31    99.9
                           MGER F      57      0    0.         -35    99.9

                           SALE M     205      3    1.4         -6    98.1
                           SALE F      13      0    0.          -7    99.9

                           CLER M     462     31    2.6        -19    99.4
                           CLER F     730     28    2.3        -11    93.4

                           CRAF M     677     20    3.0         -8    89.4
                           CRAF F       0      0    0.         -22    99.9

                           OPER M    4933     45     .9       -164    99.9
                           OPER F      42      0    0.        -164    99.9

                           LABR M    1216     33    2.7        -18    99.0
                           LABR F       2      0    0.         -40    99.9

                           SERV M      69      1    1.4         -2    79.2
                           SERV F       1      0    0.          -2    90.1
-----------------------------------------------------------------------------
```

shows that both deficits are significant at least at the 99.9% level-of-confidence. The example also shows statistically significant deficits for Asian males and females in other ranks of managers, sales workers, clerical workers, and laborers.

(d) For ease of presentation the OCCUP output is shown only when

 (i) The level of confidence for a disparity is 90% for either one or both sexes.

 (ii) The total number of workers is 30 or more, and therefore the deficit number (or surplus) of Asians, by sex, is more than one.

The end product of the analysis is the uncovering of occupational patterns for Asian males and females in each industry, the statistically significant disparities in their level of employment, and the deficit numbers (or surpluses) based on parity employment. The results also show the dominant or main ranks of occupations in each industry, and the ranks in which the disparities are most severe.

2.6. ANALYSIS OF PERSISTENT PATTERNS

The procedure described in Section 2.5 uncovers the employment patterns and disparities at one point in time, a given year. Time trends of such patterns and disparities are analyzed as shown in the schematic diagram, Figure 7:

(1) A time period for the trend analysis is selected, usually including the latest year, and then going back to past years where data are available and reliable. The EEO-1 files are prepared, again on computer tape for automated data processing. The base year of 1970 is used also to allow comparison of EEO-1 data with 1970 census data.

(2) The industry files for each year are formed from aggregates of employer EEO-1 data. The files for all years selected are then searched for employers who reported during the time period of interest, forming the so-called "common employer" file. The time trends are then analyzed from the data base formed. For this study the number of common employers for the 1970 to 1975 period is tabulated below.

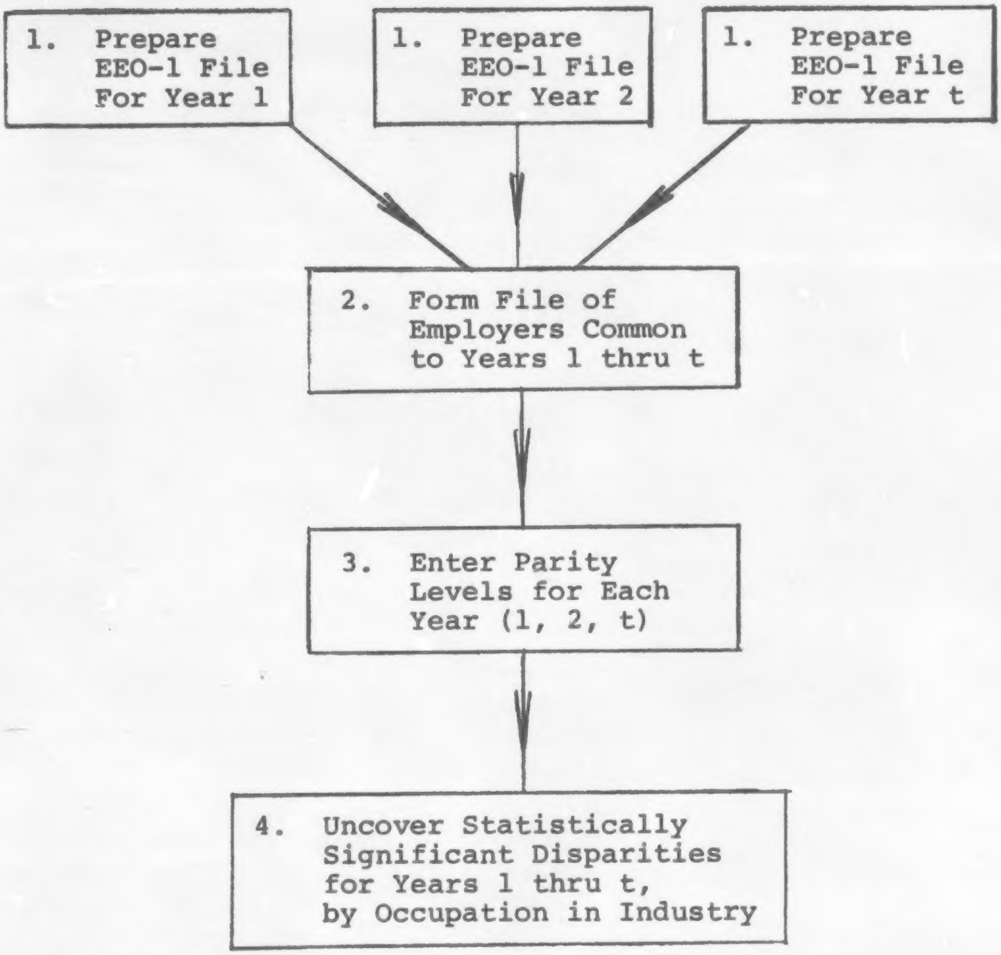
EEO-1 Data File for the SF-O SMSA for the Time Trend Analysis

Years	No. of Employers	% of the No. of Employers in 1975	No. of Industries by 3-digit SIC
1975	1,412	100%	135
1973, 1975	870*	62%	126
1970, 1975	551*	39%	93
1970, 1973, 1975	508**	36%	91

*Number of employers reporting in both years

**Number of employers reporting in all three years.

Figure 7. Procedure for Analyzing the Time Trend of Disparities in Employment


1. Prepare EEO-1 File For Year 1
1. Prepare EEO-1 File For Year 2
1. Prepare EEO-1 File For Year t
2. Form File of Employers Common to Years 1 thru t
3. Enter Parity Levels for Each Year (1, 2, t)
4. Uncover Statistically Significant Disparities for Years 1 thru t, by Occupation in Industry

Note from the table that less than two thirds of the employers in the 1975 file were common to the 1973 file; and that only 36% of the employers who reported in 1975 also reported in 1973 and 1970. The attrition is probably due to a combination of factors such as (a) dissolution of businesses, (b) company mergers, (c) relocation of businesses, (d) changes in industry classification, and (e) inconsistency in EEO-1 data reporting. The dynamic turnover of employers appearing in the EEO-1 files from year to year warrants further investigation which is not within the scope of this study.

(3) Employment parity levels are entered for each year of the time period.

(4) And finally, the time trend of disparities in employment are analyzed using the CMPR program. An example of the output for the Local and Long Distance Trucking industry (SIC 421) is shown in Figure 8. The format is the same as that for the OCCUP output previously described. The disparities as measured by the deficit numbers (or surpluses) are printed only when the level-of-confidence exceeds 90% in each year. Note from this example that the large deficit numbers of Asian operatives (drivers) has persisted since at least 1970; a slight improvement, based on the decrease in the deficit, is evident from 1973 to 1975. However, when compared with 1970, the deficit has worsened.

In summary, the procedure analyzes time trends in the disparities in employment patterns using EEO-1 data reported by employers for the time period of interest. The disparities during the time period are tested for statistical significance and the deficit numbers (or surpluses) are calculated.

Figure 8 . Example of CMPR output for the Local and Long Distance Trucking Industry.

```
----------------------------------------------------------------------------------
                          |                EMPLOYMENT      | ASIAN DEFICIT(-)
                          |                IN 1975         |   OR SURPLUS(+)*
                          |NO.  |------------------------------------------------
                          | OF  |    |  |   ALL   |        |
SIC|  INDUSTRY            |EMP  |OCCP|SX|  RACES  | ASIAN  | 1975   1973   1970
----------------------------------------------------------------------------------

421 TRUCKING, LOCAL        31  TOTL  M    7431      145    -199   -252   -196
    AND LONG DISTANCE          TOTL  F     759       25    -245   -273   -183

                               MGER  M     877       11     -28    -29    -21
                               MGER  F      53        0     -31    -28    -21

                               SALE  M     155        2      -5     -9     -6
                               SALE  F       8        0      -5     -6     -4

                               CLER  M     400       30     -14    -12    -16
                               CLER  F     636       25

                               CRAF  M     580       20
                               CRAF  F       0        0     -19    -26    -20

                               OPER  M    4126       45    -130   -171   -115
                               OPER  F      42        0    -138   -160   -101
                                                           --------------------
                               LABR  M    1128       31     -16    -19    -20
                               LABR  F       2        0     -37    -39    -34
```

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

3. STUDY RESULTS ON THE EMPLOYMENT OF ASIAN AMERICANS IN PRIVATE INDUSTRY IN THE SAN FRANCISCO-OAKLAND SMSA

The results of this study show how Asian Americans are discriminated against in private industry in the Bay Area. Parity employment for Asians is first estimated in Section 3.1. The general pattern from 1970 to 1975 shows them employed well below parity in such industries as construction, most of the manufacturing industries, trucking and warehousing, wholesale trade, and legal services. Instead, they are clustered in industries such as hotels, restaurants, banking, and insurance (Section 3.2). Moreover, a pattern of low-level employment in high-wage industries, and conversely of high-level employment in low-wage industries is seen.

From the industry-by-industry analysis (Section 3.3), specific patterns by occupation in industry are uncovered. Even in industries where Asians are above parity as professionals, they are below parity as managers. Also, they are absent from the main ranks of salespersons in industries such as food products, air transportation, and wholesale trade. The patterns show industries where Asian females are employed only as clerks. And Asians are not employed in the main blue-collar ranks of laborers, operatives, and craftspersons in many industries; examples are food products, chemicals, paper, printing and publishing, petroleum, and primary metals. Rather, they are clustered in the food and cleaning service worker ranks of restaurants, hotels, and hospitals. Such statistically significant disparities in employment by occupation in each industry are presented in Section 3.3. A matrix in Section 3.4 summarizes the patterns seen in each industry, or alternatively, shows the industries which exhibit each pattern. EEO-1 data for 1970 to 1975 are the basis of the analysis. The results of statistical tests of the disparities are shown in Appendix A, the results of the time trend analysis are in Appendix B, and the graphic displays of the Asian employment and parity profiles are in Appendix C.

Finally, the specific Asian ethnic groups affected and their income relative to white males are analyzed from 1970 census data (Section 3.5). The results are consistent with and augment the analysis based on the EEO-1 data. If there is one single conclusion that can be made from the study, it is that Asians have low status in the labor market and are victims of discriminatory employment patterns.

The statistically significant disparities uncovered are prima facie evidence of employment discrimination against Asians in the San Francisco-Oakland SMSA.

3.1. PARITY FOR ASIAN EMPLOYMENT

The San Francisco-Oakland SMSA, shown in Figure 9, is an integral labor market area; it is essentially separate from Sonoma, Napa, and Solano counties to the north and Santa Clara County to the south. Based on 1970 Census data, for example, 92% of the workers living in the SMSA worked in the SMSA.[21] The urban character of the SMSA is evident from the statistic that three-fourths of the population resided in the twenty-six cities in the SMSA. Moreover, twelve cities with a population of 50,000 or more residents accounted for most (80%) of the city dwellers; these cities, identified by the darkened circles in Figure 9, all are situated on San Francisco Bay, except Concord and Daly City.

From an estimate discussed below, Asians comprised approximately 7.5% of the total population of 3,130,000 persons in the SMSA in 1975. They are mostly city dwellers, comprising about 18% of the population of San Francisco, 10% in Berkeley, 9% in Daly City, 7% in Oakland and Alameda, and 6% in San Mateo. Among the five counties of the SMSA, Asians are concentrated in San Francisco and Alameda counties, which contain 90% of the Chinese, 80% of the Filipinos, and 77% of the Japanese, based on the 1970 Census. From immigration data, Filipinos are the fastest growing Asian population in the SMSA, followed by the Koreans and the Chinese.

San Francisco is the Asian center in the SMSA where the composition of the population in 1975 was as follows:

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[21] U.S. Bureau of the Census, Census of Population: 1970, Journey to Work, Washington, D.C., U.S. GPO, 1973, p. 996.

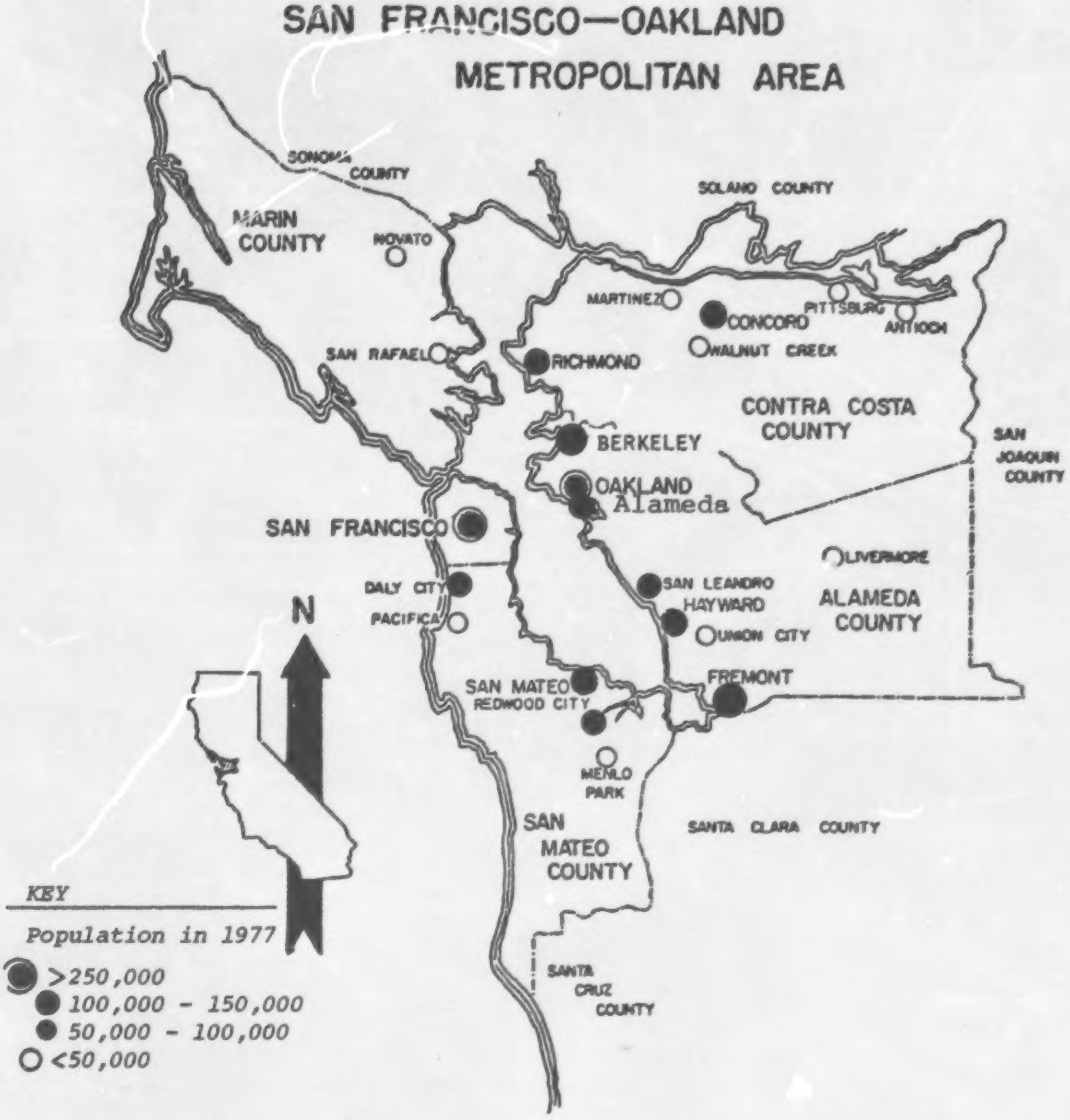
SAN FRANCISCO—OAKLAND
METROPOLITAN AREA
SONOMA COUNTY
SOLANO COUNTY
MARIN COUNTY
NOVATO
MARTINEZ
CONCORD
PITTSBURG
ANTIOCH
WALNUT CREEK
SAN RAFAEL
RICHMOND
CONTRA COSTA COUNTY
BERKELEY
SAN JOAQUIN COUNTY
OAKLAND
Alameda
SAN FRANCISCO
LIVERMORE
DALY CITY
SAN LEANDRO
HAYWARD
ALAMEDA COUNTY
N
PACIFICA
UNION CITY
SAN MATEO
REDWOOD CITY
FREMONT
MENLO PARK
SAN MATEO COUNTY
SANTA CLARA COUNTY
SANTA CRUZ COUNTY
KEY
Population in 1977
● >250,000
● 100,000 - 150,000
● 50,000 - 100,000
○ <50,000

Figure 9. The San Francisco-Oakland SMSA (from San Francisco-Oakland Manpower, 1972-1975, State of California, Employment Development Department, Northern California Employment Data and Research Division).

Asian Population of San Francisco, 1975

Race/Ethnicity	1975 Population	Proportion of 1975 Population	Population Change From 1970
Total	667,700	100.0%	-7%
Whites*	450,000	67.4%	-12%
Blacks	99,000	14.8%	+3%
Chinese	63,200	9.5%	+8%
Filipinos	29,100	4.4%	+18%
Japanese	10,800	1.6%	-7%
American Indians	3,200	0.5%	+10%
Other Non-white	12,400	1.9%	+19%

*Spanish-origin Americans who comprised 9.7% of the population in 1970, are included in the white group in 1970 Census data.

Source: State of California Department of Finance.

Koreans, Vietnamese, Cambodians and others are included in the "other nonwhite" group. While Asians comprise about 18% of the total population of the city, Asian families comprise an even higher proportion. This is inferred from the kindergarten to grade 12 enrollment in the San Francisco public schools, which was 16.8% Chinese, 8.3% Filipino, 1.5% Japanese, 0.8% Korean, and 4.1% other nonwhite in 1975.[22] Thus the Asian enrollment was about one third of the total.

Employment parity models were presented in Section 2.2. This section presents the estimate for the parity level for Asians using the "population/labor force" model. Parity levels based on other models are shown also for comparison.

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[22] Junius Camp, Racial Estimates of Pupils Attending San Francisco Public Schools, (1975-1976), San Francisco Unified School District, 1975.

As discussed in Section 2.2, the SMSA is the relevant labor market area. The parity level from each model can be compared using 1970 Census and 1970 EEO-1 data; the results are summarized below:

Asian Parity Levels for the SF-O SMSA in 1970 Based on the Models

Parity Model	Parity Proportion for Asians*	
	Male	Female
Total Population	3.1%	3.1%
Adult Population	3.1%	3.1%
Labor Force	3.8%	2.7%
Employed Labor Force	3.8%	2.8%
EEO-1 Employment	2.5%	2.1%
Population/Labor Force	3.6%	2.6%

*Defined as the proportion of Asian males or females out of the total of all races and both sexes.

The parity proportions were calculated as follows:

(1) Total Population: Based on 1970 Census data, the Asian population of the SMSA was comprised of the following:[23]

Asian Population of the SF-O SMSA, 1970

Ethnicity	Males	Females
Chinese	45,215	42,893
Filipinos	23,405	20,651
Japanese	14,448	18,015
Korean	1,112	1,545
Hawaiian	1,801	1,840
Others	11,096	10,578
Total Asians (% of Total)	97,077 (3.1%)	95,522 (3.1%)
Total of All Races	1,520,252	1,589,267

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[23] U.S. Department of Labor, Summary Manpower Indicators - San Francisco-Oakland SMSA, San Francisco: Manpower Administration, D.O.L., 1972, Table 1.

Chinese and Filipinos comprised more than two-thirds of a total Asian population numbering nearly 200,000 in 1970. The "Other" group is assumed to be comprised mostly of other Asians: Vietnamese, Cambodians, Thais, and others. No attempt was made to estimate an undercount for this population, though it is believed to be high for those residing in the central cities of San Francisco and Oakland, especially among the recent immigrants. The distribution by sex in each population was split nearly evenly. The exception was in the Japanese population which was 44% male and 56% female, which, based on the age characteristics of the group, reflects the large numbers of Japanese women who immigrated to the U.S. after the second World War. In sum, Asian population parity for the SMSA in 1970 is 3.1% for the males and also 3.1% for the females.

Adult Population: The adult population is defined as those 16 years and over. Based on data for the "other races" group (i.e., other than White, Black, or Spanish-American), Asian males comprised 70,517, or 3.1% of the total adult population of 2,271,581 in the SMSA in 1970; Asian females numbered 70,391, also 3.1% of the adult population.[24] Thus, for Asians in the SMSA, adult population parity is the same as total population parity.

Labor Force: Asian males comprised 52,298, or 3.8% of the total labor force of 1,381,504 workers in the SMSA in 1970; Asian females numbered 37,679, or 2.7% of the labor force.[25] Thus, the proportion of Asians in the labor force (6.5%) is slightly higher than their proportion in the population (6.2%). Census data show that their higher labor-force participation rate is due to the females:

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[24] U.S. Department of Labor, ibid., Table 2.

[25] U.S. Department of Labor, ibid., Table 6.

Labor Force Participation Rate of Asians in the SF-O SMSA, 1970

Ethnicity	Proportion of Those 16 Years Old and Over Who Are in the Labor Force	
	Males	Females
Chinese[a]	71.8%	54.0%
Filipinos[a]	76.4%	58.7%
Japanese[a]	79.4%	52.1%
White[b]	78.6%	43.9%

a U.S. Bureau of the Census, Japanese, Chinese and Filipinos in the United States, U.S. GPO, 1973.

b U.S. Department of Labor, Summary Manpower Characteristics-San Francisco-Oakland SMSA, San Francisco: Manpower Administration, D.O.L., 1972, Table 6.

The average labor-force participation rate for the Asian females is 55%,or 25% higher than the 44% rate for white females. As shown in Section 3.3 , however, Asian females are concentrated in low-paying and low status occupations, implying a high-labor force participation rate out of economic necessity.

Employed Labor Force: Asian males comprised 50,515 or 3.8% of the total employed labor force of 1,267,643 in the SMSA in 1970; Asian females comprised 36,632 or 2.8% of the employed labor force.[26] Thus, labor force parity for Asians in the SMSA (6.5%) is very nearly the same as employed labor force parity (6.6%).

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[26] U.S. Department of Labor, ibid., Table 6.

EEO-1 Employment: Asian males comprised 14,800, or 2.7% of the 541,000 employees reported in the 1970 EEO-1 survey for the SMSA; Asian females numbered 11,100, or 2.1% of the total.[27] Thus, parity employment based on those reported in the EEO-1 survey for Asians is only 4.8%, compared with 6.5% for employed labor force parity and 6.2% for population parity, which is indicative of an entry problem for Asians in the "mainstream" employers in 1970.

Population/Labor Force: Asians comprised 6.2% of the adult population and their labor force distribution was 58% male and 42% female in 1970.[28] Hence parity for 1970 is:

0.58 x 6.2% = 3.6% for Asian males
0.42 x 6.2% = 2.6% for Asian females

Population/labor force parity, as discussed in Section 2.2 is based on adult population parity, with the distribution by sex determined from labor force participation. This model does not discriminate against groups who thus far have had a low labor-force participation rate (such as Native American males and Hispanic females); at the same time, the model realistically accounts for the labor force distribution by sex. Even for projections to 1990, the labor force distribution will be 57% male and 43% female,[29] still significantly different from a 50% - 50% split.

Population/Labor Force Parity for Asians in the SF-O SMSA in 1975.

The latest EEO-1 data for this study are for 1975. The parity employment level for Asians for 1975 is estimated as follows:

(a) The Asian population was updated to 1975 using vital statistics and permanent immigration data:

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[27] EEOC, 1970 EEO-1 data.

[28] U.S. Department of Labor, op. cit., Table 6.

[29] H.N. Fullerton Jr. and P.O. Flaim, "New Labor Force Projections to 1990," Monthly Labor Review, December 1976.

Vital Statistics and Immigration Data for Asians in the SF-O SMSA

Year	No. of Asian Births[a]	No. of Asian Deaths[a]	No. of Asian Permanent Immigrants[b]
1970	3,700	800	6,000
1971	3,700	900	7,700
1972	3,700	900	7,700
1973	3,900	900	8,000
1974	4,000	900	8,800

a Based on data for Chinese, Filipino, Japanese and others from the State of California Health and Welfare Agency, Department of Health.

b Based on permanent immigration from China, Taiwan, the Philippines, Korea, Japan and Thailand; see U.S. Immigration and Naturalization Service, Annual Reports, Table 12A.

The 1970 base population was estimated to be from 171,000 (based on the population of Chinese, Filipinos Japanese, Koreans and Hawaiians in the SMSA) to 193,000 (based on the inclusion of the "other" group assumed as comprised mostly of Vietnamese, Thai and other Southeast Asians). Using the natural increase and permanent immigration data, the 1975 estimate is 223,800 to 245,800 Asians in the SMSA, comprising from 7.2% to 7.8% of the total population of 3,129,800 in the SMSA.[30] For the study, the midpoint value of 7.5% for 1975 is used for the employment parity calculations.

(b) The proportion of Asians in the adult population in 1975 is assumed to be the same as their proportion in the total population, an assumption supported by 1970 Census data as shown above.

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[30] State of California Department of Finance, Population Research Unit, Population Estimates of California Cities and Counties, January 1, 1975 and January 1, 1976, Sacramento, State of California, May 1976.

(c) The distribution by sex of the Asian labor force in 1975 is estimated as 56% male and 44% female based on a 2% increase in the female distribution from 1970 to 1975 for the U.S. as a whole:[31]

Civilian Labor Force Distribution, by Sex, U.S.

Year	Distribution	
	% Male	% Female
1970 Actual	62%	38%
1975 Actual	60	40
1980 Projection	59	41
1990 Projection	57	43

(d) Therefore, the population/labor force parity levels for Asians in the SMSA in 1975 are:

0.56 x 7.5% = 4.2% for Asian males
0.44 x 7.5% = 3.3% for Asian females

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[31] H.N. Fullerton Jr. and P.O. Flaim, op.cit.

3.2. DISPARITIES IN THE GENERAL EMPLOYMENT PATTERN

The general pattern for Asian employment is derived from the proportion of Asians in the total of all occupations j summed in an industry i. The detailed patterns of employment by occupation within an industry are discussed in the next section (3.3). The general employment pattern presented here consists of (a) the coverage by EEO-1 data of the total employment in private industry and (b) Asian employment by industry during the 1970 to 1975 period; a correlation between Asian employment by industry and wages by industry; and the general agreement between employer-reported EEO-1 data and employee-reported census data on Asian employment by industry.

Coverage of Employment in Private Industry by EEO-1 Data

Asian employment by industry is assessed from EEO-1 data. The coverage by EEO-1 data of the total employment in private industry in the San Francisco-Oakland SMSA is graphically shown in Figure 10. Total employment in private industry in the SMSA in the first quarter of 1975 was approximately 1,027,000,[32] and can be compared with 1975 EEO-1 data which are reported for "employment figures from any pay period in January through March."[33] In the figure, the abscissa is total employment in units of 50,000 workers, showing for example that Services was the largest industry, accounting for about 250,000 workers. The figure shows that the mean coverage by EEO-1 data of private industry employment was 57%, with the coverage being the highest, exceeding 75%, in Manufacturing, Transportation and Public Utilities, and

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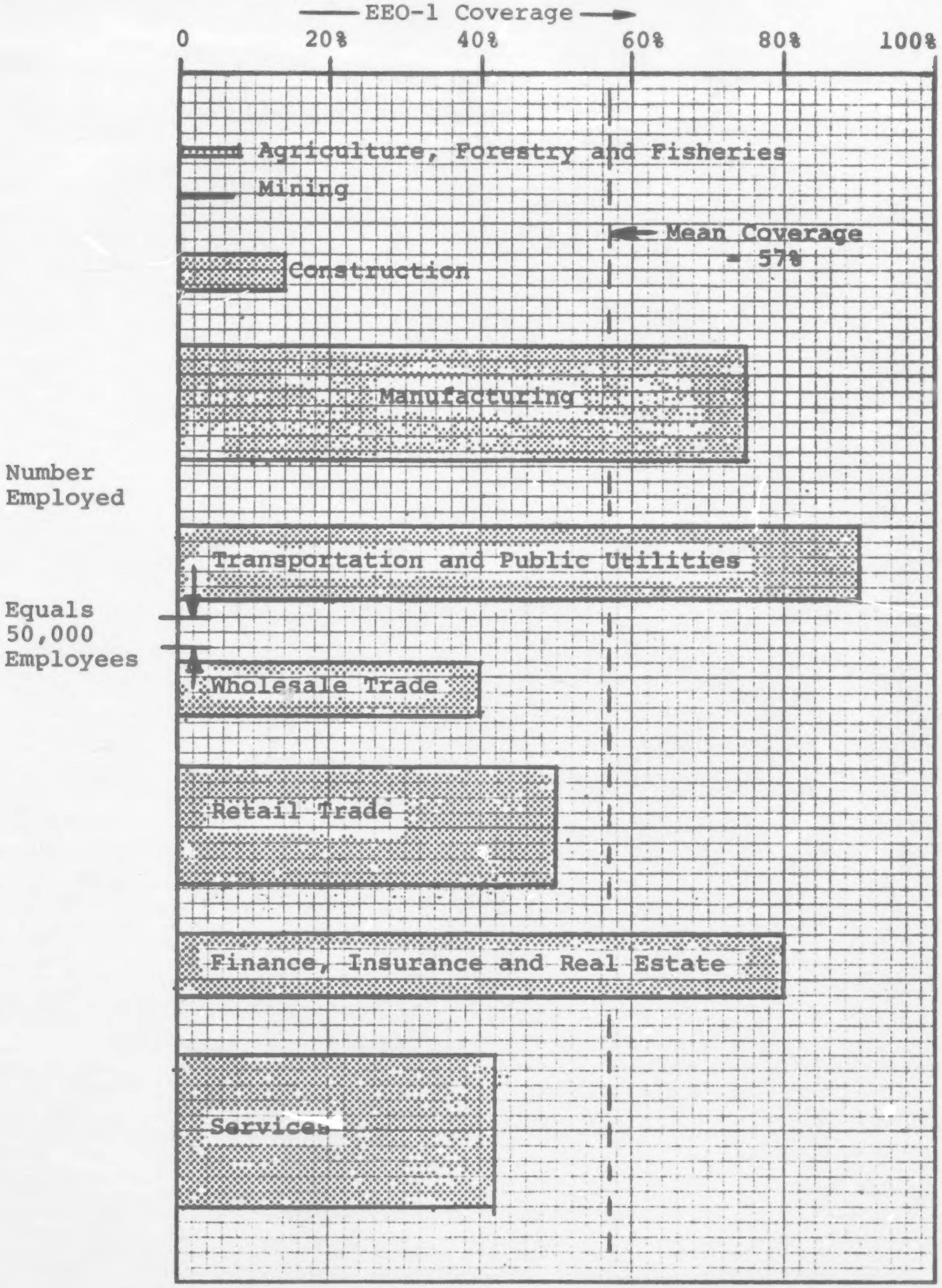
[32] State of California Employment Development Department, California Employment and Payrolls, January to March, 1975, Sacramento: State of California, August 1976. Not included are the self-employed, unpaid family workers, and domestic household workers - which also are not covered by the EEO-1 report.

[33] Instruction Booklet for filing Standard Form 100, Employer Information Report EEO-1 (Rev. 12-75), p.2.

Figure 10. EEO-1 coverage of private employment in the San Francisco-Oakland SMSA in 1975.



in Finance, Insurance, and Real Estate. The coverage was lower, ranging from 40% to 50%, in Wholesale Trade, Retail Trade and Services. This results primarily from the requirement that only employers with 100 or more employees, or with consolidations of such employees from more than one location, are required to report EEO-1 data. Employers in retail trade and services usually have smaller work forces than those in manufacturing, transportation, public utilities and banking. The coverage was low, amounting to less than 15% in agriculture, mining and construction, primarily because employers are not required to report temporary or casual employees; these latter three industries, however, are small, accounting for only 7% of the total employment in the SMSA. Nonrespondents to the survey are estimated by the EEOC to comprise only about 10% of those required to report.[34] Therefore, in sum, the EEO-1 data account for a significant proportion of the total employment in private industry.

The EEO-1 coverage for Asian employment, however, can be estimated only by comparing 1970 EEO-1 data with 1970 Census data. The 1970 EEO-1 survey for the SMSA reported 25,900 Asians as compared with approximately 67,600 Asians in private industry, based on the 1970 Census.[35] This amounts to a coverage of only 38% in 1970, much lower than the coverage of 56% for white employment or of 53% for the total employment of all races in the same year. The lower coverage reflects the low level of employment of Asians in some of the major industries in the SMSA, as shown next.

Asian Employment By Industry in the San Francisco-Oakland SMSA

The Asian employment level in each industry in the San Francisco-Oakland SMSA in 1970 and 1975, based on EEO-1 data,[36] is graphically shown in Figure 11. The 1970 and 1975 data are denoted by the circles (⊙) and the squares (⊡), respectively. The 1973 data do not reveal patterns much different from the 1970 and 1975 patterns and are thus omitted so as not to further complicate the figure. 1973 data are shown in the calculations of the persistent disparities in Appendix B. The Asian parity level for 1975 (7.5%) is denoted by the vertical line in the figure; the parity level for 1970 was 6.2%. The figure also shows the number of employers and the total number of employees in each industry, based on the 1975 EEO-1 survey. Each industry is identified by the Standard Industrial Classification (SIC) Code. For this general employment pattern, the industries are specified at the 2-digit SIC level.

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[34] U.S. Equal Employment Opportunity Commission, Equal Employment Opportunity Report-1973, Vol. 10, Washington, D.C.: U.S. GPO, 1975, p. viii.

[35] U.S. Department of Labor, Summary Manpower Indicators - San Francisco-Oakland SMSA, San Francisco: Manpower Administration, D.O.L., 1972, Table 10.

The next figure, Figure 12, graphically compares the Asian employment pattern in 1975, as denoted by the open squares (□) with the wage pattern, as denoted by the closed squares (■). The wages plotted in the figure are the average weekly wages by industry based on State of California data.[37] The wages shown are the averages for all occupations and for all races employed in each industry. The mean weekly wage in the first quarter of 1975 in private industry in the SMSA was $215.

Based on EEO-1 data and the data shown graphically in Figure 11 and Figure 12, the general pattern of Asian employment in the San Francisco-Oakland SMSA is as follows: The industries are presented in the order of their SIC code, thus following the conventional sequencing of industry divisions: Agriculture; Mining; Manufacturing; Transportation,

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[36] EEO-1 data from the Equal Employment Opportunity Commission, Washington, D.C.

[37] State of California Employment Development Department, California Employment and Payrolls, January to March 1975, Sacramento: State of California EDD, August, 1976, pp. 68-71.

Figure 11 Asian Employment Level By Industry, San Francisco-Oakland SMSA: from 1970 and 1975 EEO-1 Data.

SIC	Industry and (No. of Employers)*	All Races in 1975
01-07	Agriculture (8)	754
10-14	Mining (10)	1,206
	Construction	
15	Building Constr. (21)	2,806
16	Heavy Constr. (13)	3,369
17	Special Trades (22)	2,152
	Manufacturing	
20	Food Products (94)	22,095
23	Apparel Prod. (11)	3,945
24	Lumber (7)	752
25	Furniture (7)	1,213
26	Paper Products (35)	8,349
27	Printing & Publishing (37)	9,276
28	Chemicals (65)	13,078
29	Petroleum Refining (11)	8,892
30	Rubber (8)	841
32	Stone, Clay & Glass (20)	6,475
33	Primary Metals (27)	8,290
34	Fabricated Metal Products (53)	11,194
35	Machinery, Except Electrical (47)	15,639
36	Elec. Machinery (27)	11,996
37	Transportation Equipment (22)	10,668
38	Instruments (18)	2,003
39	Misc. Manuf. (4)	466

*No. of employers in 1975

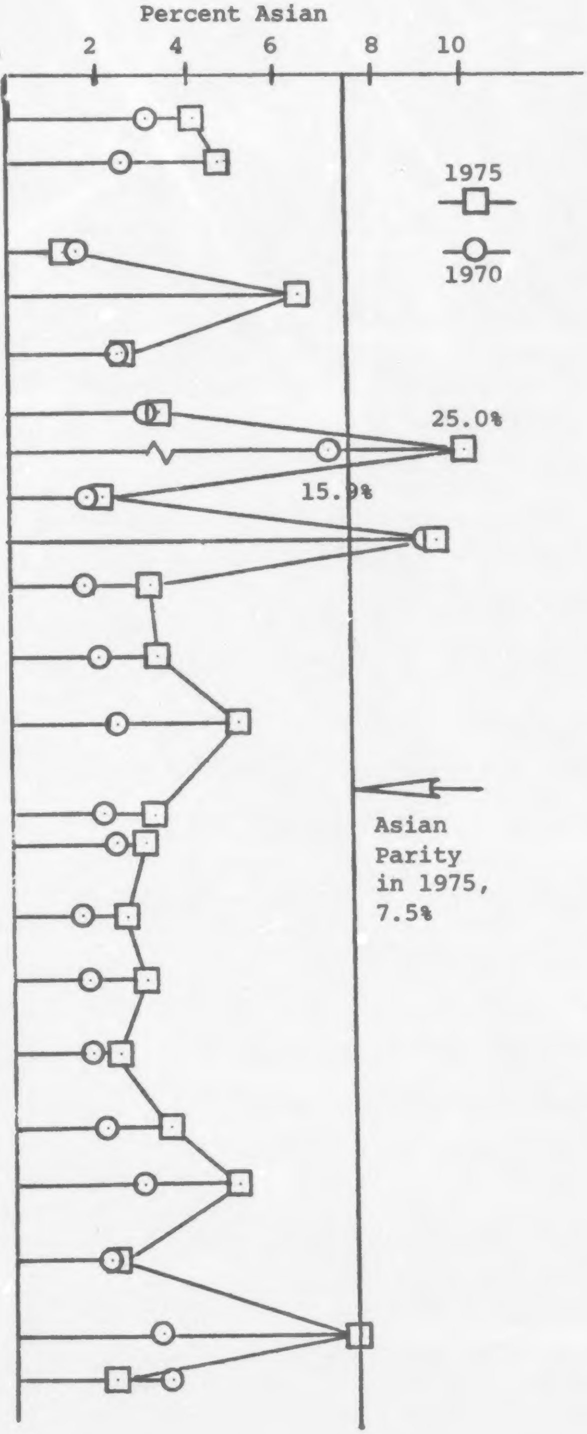

Figure 11 Continued

SIC	Industry & (No. of Employers)	All Races in 1975
40-49	Transportation, Communication and Pub. Utilities	108,711
40	Railroad Transp. (3)	
41	Local Transit (9)	3,097
42	Trucking and Warehousing (58)	11,188
44	Water Transportation (16)	8,307
45	Air Transportation (45)	27,123
47	Transp. Services (17)	1,852
48	Communication (21)	
49	Public Utility Services (10)	
	Wholesale Trade	
50	Wholesale Trade - Durable Goods (144)	15,291
51	Wholesale Trade - Non-Durable Goods (84)	15,206
	Retail Trade	
52	Building Materials (8)	1,563
53	Gen. Merchandise Stores (21)	31,140
54	Food Stores (18)	15,527
56	Apparel Stores (13)	3,304
57	Furniture (6)	1,261
58	Eating & Drinking Places (45)	11,448
59	Misc. Retail (23)	4,844

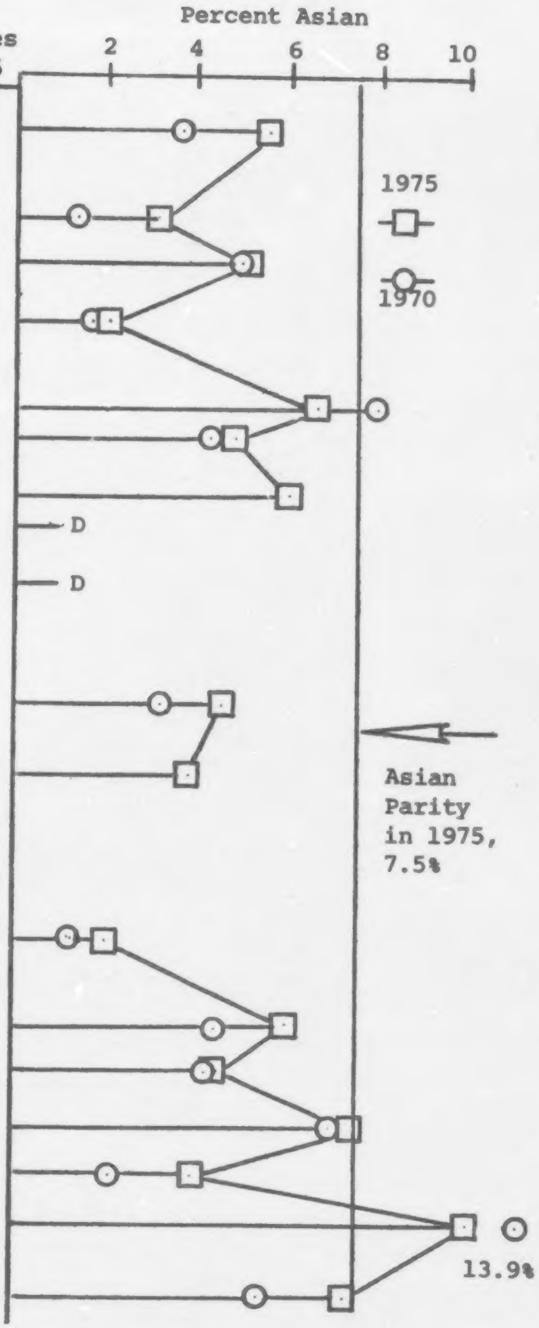

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Figure 11 Continued.

SIC	Industry & (No. of Employers)	All Races in 1975
60-67	Finance, Insurance and Real Estate	
60	Banking (28)	48,969
61	Credit Agencies (22)	3,452
62	Security Brokers (23)	2,395
63	Insurance (82)	23,430
64	Insurance Agents (18)	1,912
65	Real Estate (12)	2,237
70-89	Services	
70	Hotels (30)	9,016
72	Personal Services (7)	921
73	Business Services (114)	21,357
75	Auto. Repair (10)	945
78	Motion Pictures (6)	1,615
79	Recreation Services (6)	1,859
80	Health Services (54)	35,572
81	Legal Services (8)	1,599
83	Social Services (8)	1,306
86	Membership Organizations (11)	2,703
89	Misc. Services (45)	19,182

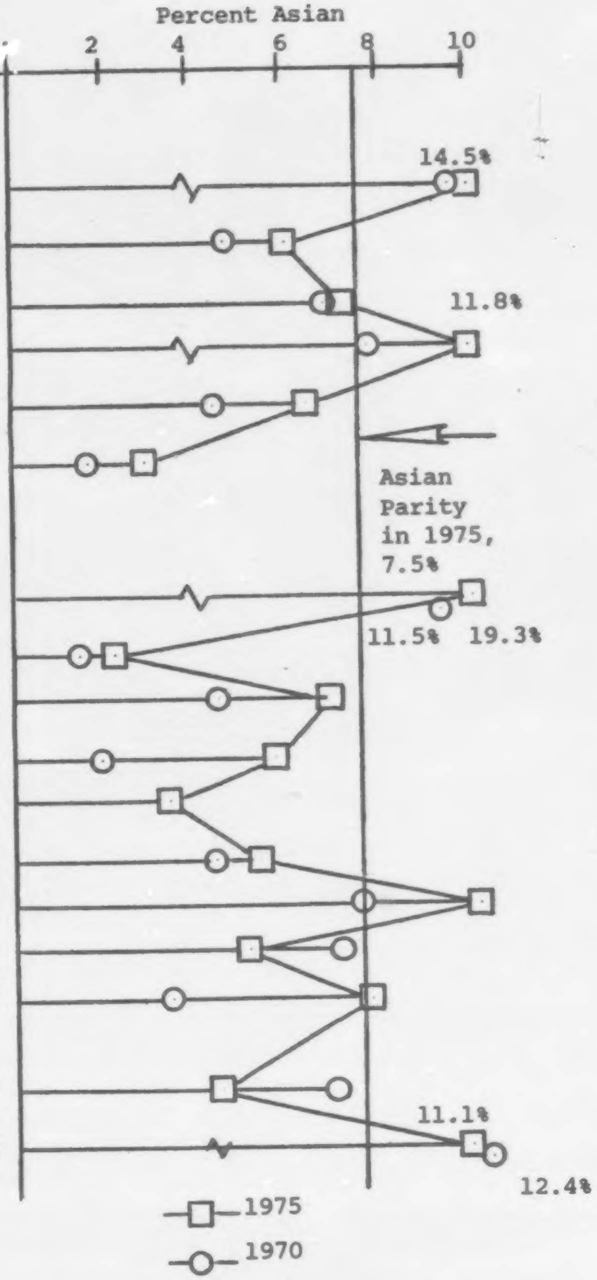
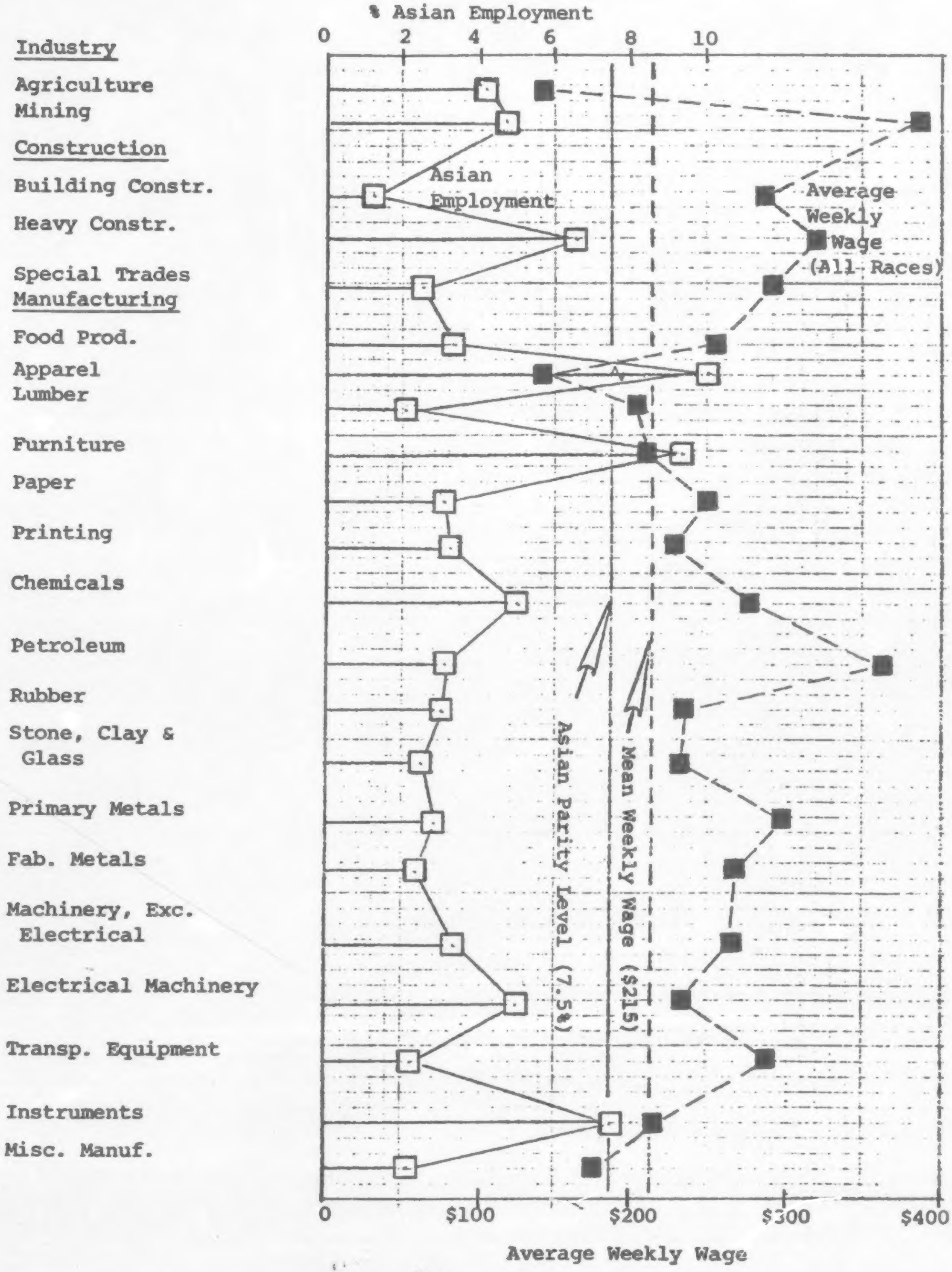


Figure 12: A Comparison of Asian Employment Level and Average Wage, By Industry, in the San Francisco Metropolitan Area in 1975.



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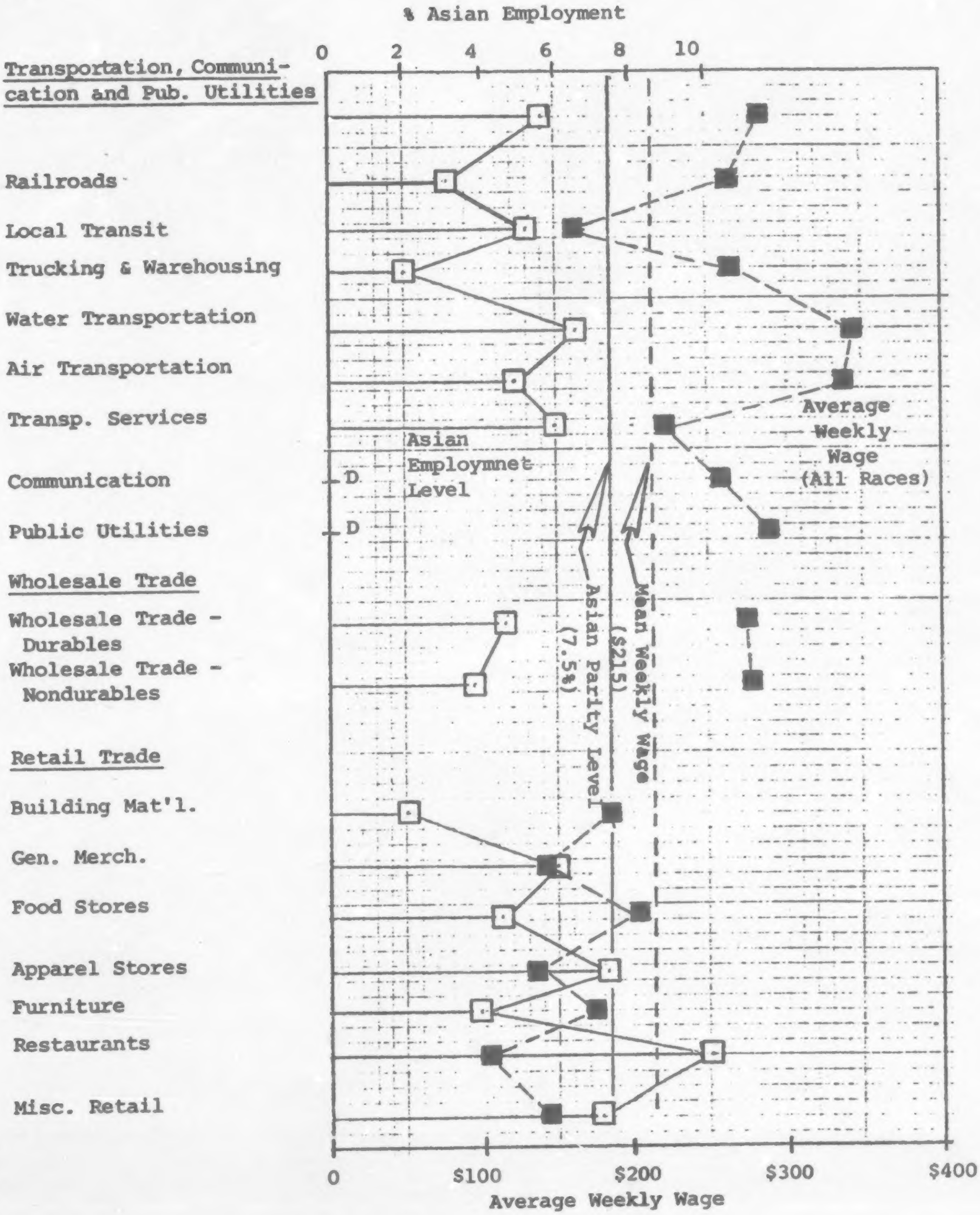

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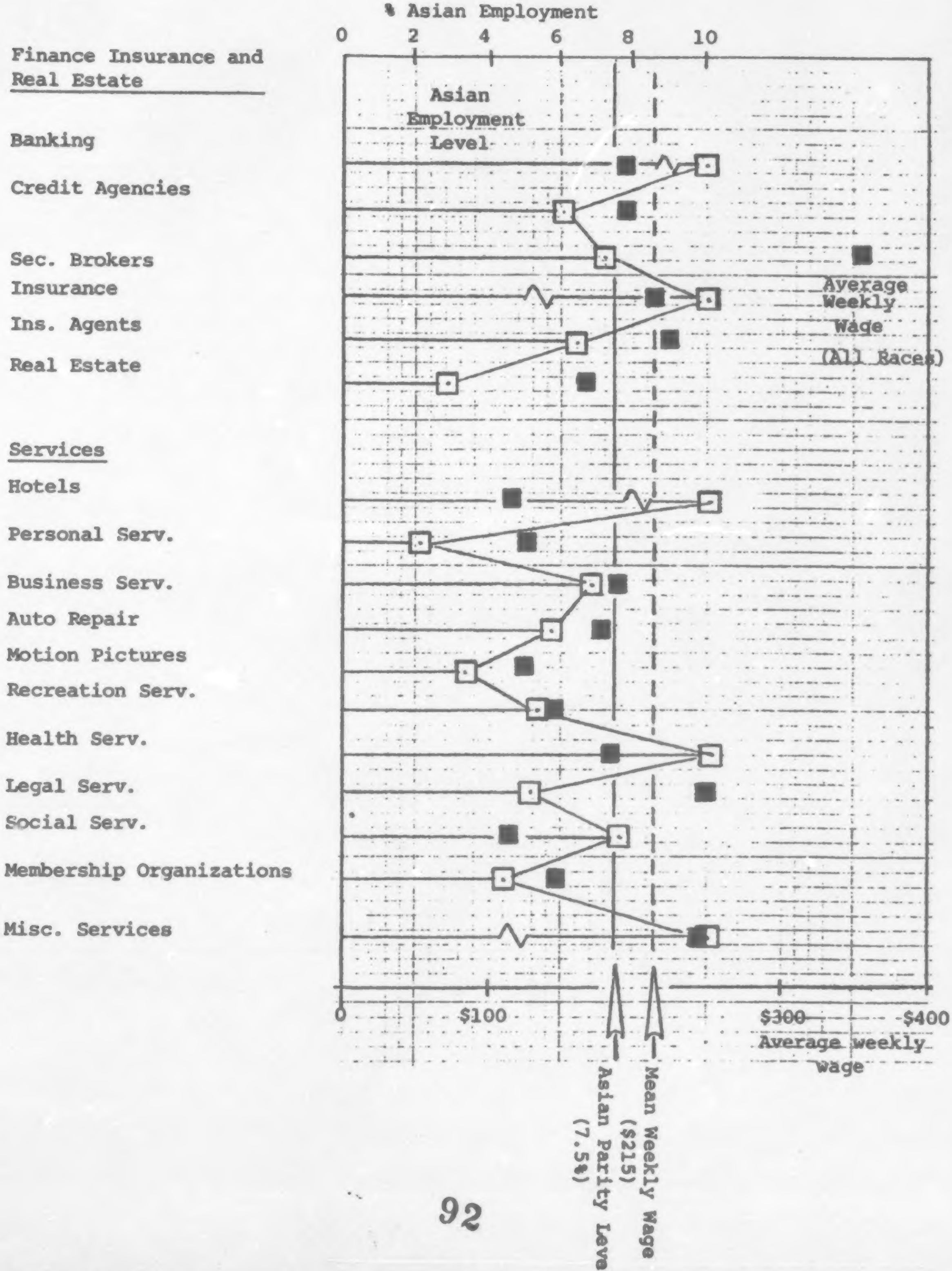

Communication and Public Utility Services; Wholesale and Retail Trade; Finance, Insurance and Real Estate; and Services. Also, the disparities in employment level cited below are significant at the 95% or greater level of confidence.[38]

(1) In Agriculture and Mining, both small industries in the SMSA, Asian employment was at about one-half of parity during the 1970-1975 period. The mining industry had the highest weekly wage in the SMSA ($385).

(2) Asian employment in Building Construction and the Special Trades remained well below parity during the 1970-1975 period. The weekly wage in these industries in 1975 was about $290, or 35% higher than the mean. Building Construction consists of the construction of residential, commercial, and industrial buildings, while Special Trades consist of Plumbing, Painting, Electrical Work, Carpentering, and other such trade industries.

Asian employment, however, was near parity in Heavy Construction, which consists of the construction of highways, streets, plants, piers and other such construction. Asian employment here was concentrated in the professional ranks.

Also recall that the EEO-1 coverage of the construction industry is small (15%).

(3) Of the seventeen manufacturing industries, Asian employment was less than one-half of parity in twelve industries during the 1970 to 1975 period:

- Food Products
- Lumber

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[38] Only the disparity in the low level of employment of Asians in Insurance Agents and Brokers (SIC 64) has a lower level of confidence (93%).

- Furniture
- Paper
- Printing and Publishing
- Petroleum Refining
- Rubber
- Stone, Clay and Glass Products
- Primary Metals (iron, steel, etc.)
- Fabricated Metal Products (metal cans, general hardware, etc.)
- Non-Electrical Machinery (engines, farm and garden equipment, etc.)
- Miscellaneous Manufacturing

The manufacturing industries are composed of large employers, as reflected by the high EEO-1 coverage of 75% in 1975. The pattern of low-level Asian employment in the above twelve manufacturing industries is in contrast with the high wage pattern in these industries (see Figure 12). The average weekly wage for the twelve industries was $266, or 24% higher than the mean. The highest weekly wage among all manufacturing industries was in Petroleum Refining ($361); here, the Asian employment level in 1975 was only 3%, or less than one-half of parity.

From 1970 to 1975, Asian employment showed substantial gains only in Apparel Products, Chemicals, Electrical Machinery and Instruments, although still well below parity in Chemicals and Electrical Machinery. Asian employment levels exceeded parity only in Apparel Products and Furniture, where weekly wages however, are respectively, $140 or 35% lower than the mean, and $211 or almost equal to the mean ($215). Also, it is noted that EEO-1 data only cover about one-third of the total employment in Apparel Products, based on State data. (The State data are estimated primarily from data reported to the State unemployment insurance program.)

(4) While gains in Asian employment were experienced in Transportation, Communication, and Public Utility Services (as a group), Asian employment was still about 25% less than parity in 1975. Employment in Communications is dominated by Telephone Communication; and Public Utility Services by Combination Electric and Gas and Other Utility Services.

The gains were made mostly in Communication and Public Utility Services rather than in Local Transit, Trucking and Warehousing, Water Transportation, or Air Transportation - all of the transportation industries. Asian employment persisted below parity in all transportation industries except in Water Transportation, where they are mostly operatives and service workers in ships, and thus are usually away from home . Note that wages in this industry grouping are substantially higher than the mean, except in Local Transit (mostly Taxicabs) and in Transportation Services (mostly Freight Forwarding). The highest weekly wages were in Water Transportation and Air Transportation - $340, or 58% higher than the mean.

Disclosure is limited in Communication (mostly the telephone industry) and Public Utilities.

(5) Asian employment remained well below parity in wholesale Trade, including both Durable Goods and Nondurable Goods, where the wage rate in 1975 was $275, or 28% higher than the mean. The pattern of the low level of employment of Asians in industries where wages are high continues. Wholesale trade in the SMSA is mostly motor vehicles, electrical goods, machinery, equipment, drugs, groceries, petroleum, and petroleum products.

(6) There were small changes in Asian employment in the retail trade industries from 1970 to 1975, except in Eating and Drinking Places (mostly restaurants), where their employment jumped from 10% to 14%. Wages are below the mean in all retail trade (see Figure 12), with the lowest in Eating and Drinking Places ($102, or 53% lower than the mean) where Asian employment is the highest. Asian employment was at or near parity in General Merchandise Stores (mostly department stores), Apparel Stores, and Miscellaneous Retail (mostly drug stores), but below parity in Building Materials Stores, Food Stores (mostly the supermarkets), and Furniture Stores. Note from Figure 12 that the latter three industries have the highest wages in retail trade. Thus, even within a low wage industry, the pattern of low-level Asian employment where wages are higher is evident.

(7) Banking and Insurance dominate the employment in the Finance, Insurance, and Real Estate industry, accounting for about two-thirds of the total employment, based on State data. (The insurance industry in the SMSA is mostly Life, Medical Service, and Fire, Marine, and Casualty Insurance.) Asian employment increased significantly in both industries - reaching double parity levels in 1975. However, as in the other industries in this group, Asian employment is concentrated in the clerical ranks (see Section 3.3). Asian employment was still below parity in 1975 in Credit Agencies (mostly savings and loan associations), and Insurance Agents and Brokers. Asian employment was also below parity in Real Estate (mostly comprised of real estate owner-operators of rental property, real estate agents, and managers). Except in Security Brokers and Dealers, weekly wages in this industry group was near the mean, although undoubtedly lower for the

Asians concentrated in the clerical ranks.

(8) Finally, in the Services industry, where wages are lower than the mean except in Legal Services and Miscellaneous Services (mostly engineering, scientific, accounting, bookkeeping, and other such professional services), Asian employment was near parity. Asian employment was much above parity in Hotels and Health Services (mostly hospitals) where they are employed primarily as food and cleaning service workers. In hospitals, they are also heavily employed as nurses. The average wage in the hotel industry was only $115, or 46% lower than the mean. The only exception to the pattern of low level employment of Asians and high wages is the Miscellaneous (professional) Services industry, where Asian employment was much above parity (10%) and where wages are higher than the mean (although only by 14%).

In summary, the data show a low level of employment of Asians in major industries in the SMSA such as construction, most of the manufacturing industries, and wholesale trade. Asian employment was substantially above parity only in industries such as Apparel Products, where they are operatives; Eating and Drinking Places where they are service workers; Banking and Insurance, where they are clerical workers; and Hotels and Health Services, where they are mostly food and cleaning service workers. This pattern showed little change over the 1970 to 1975 peirod. Also, the Asian employment pattern showed a strong correlation between employment and wages: low Asian employment in high wage industries and high Asian employment in low wage industries.

Asian Employment from Census Data vs. EEO-1 Data

The disparities in Asian employment for the 1970 to 1975 period are based on EEO-1 data. 1970 Census data are the only data available for an independent cross check of Asian employment

Figure 13. A Comparison of Asian Employment in the San Francisco-Oakland SMSA in 1970 Based on Census Data and EEO-1 Data.

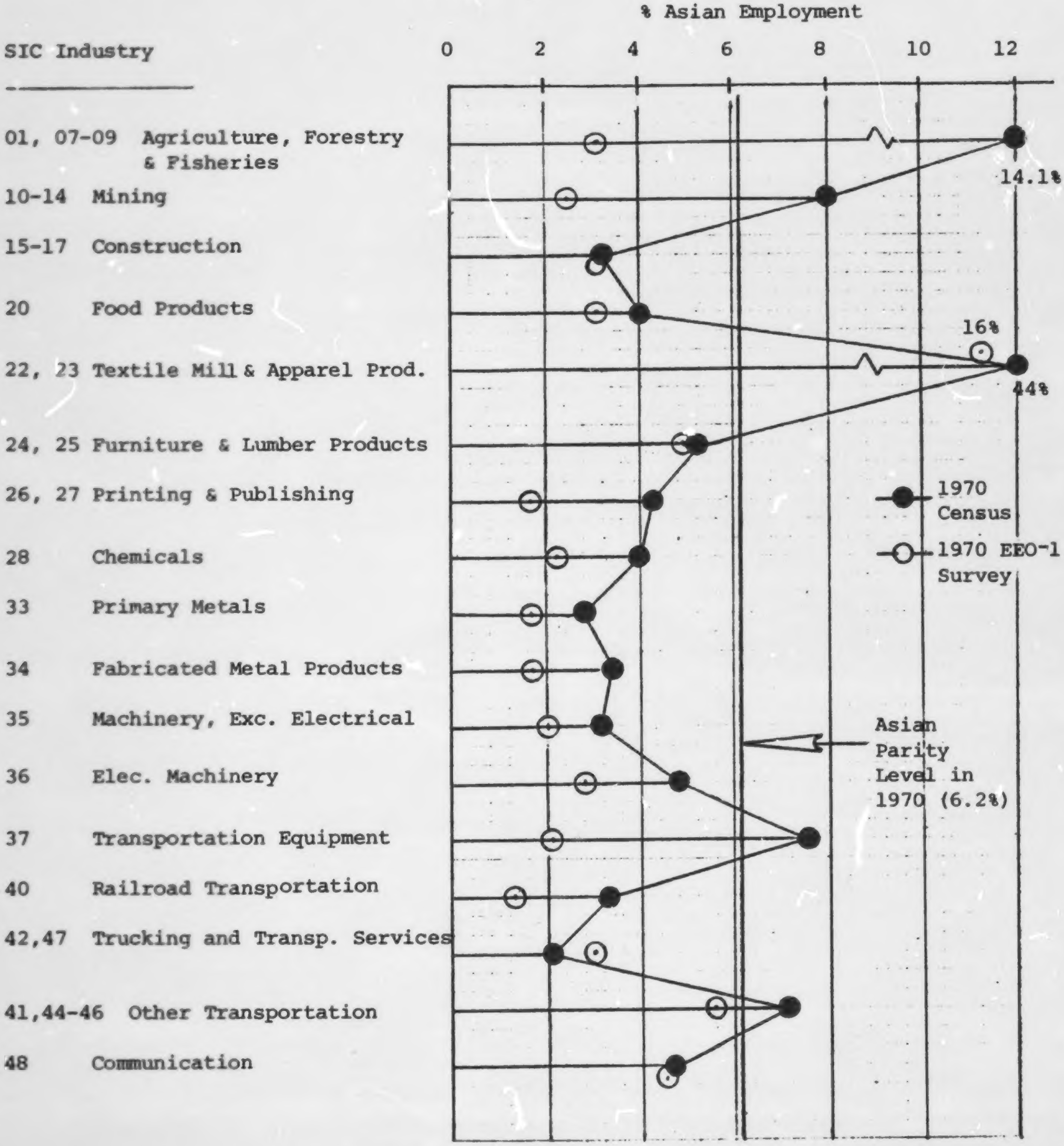
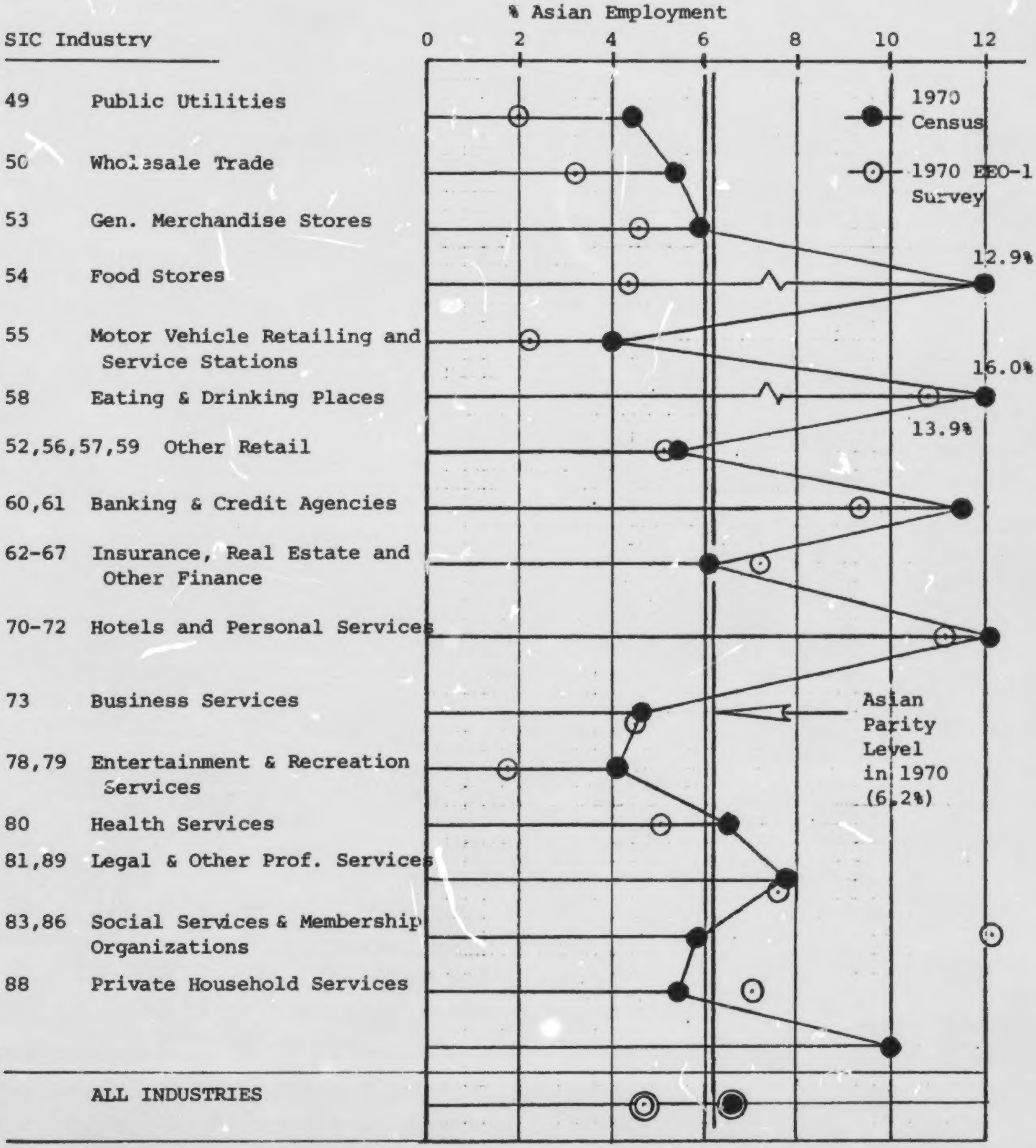


Figure 13. Continued.



during this period.[39] A graphed comparison of the employment patterns based on 1970 Census data and 1970 EEO-1 data is shown in Figure 13. The EEO-1 data and the Census data are denoted, respectively, by the open circles (⊙) and the closed circles (●). The Asian employment levels are compared with an Asian parity level of 6.2% in 1970 for the San Francisco-Oakland SMSA.

Before discussing the comparison, the following qualifications should be noted:

(a) Census data are reported by employees, while EEO-1 data are reported by employers.

(b) Census data give complete coverage of employment while EEO-1 data have less coverage, depending on the industry, as previously discussed.

(c) There are some differences between the Census categorization of industries and the Standard Industrial Classification code (used in EEO-1 data).

Comparing the Asian employment patterns from the two data bases shows the following:

(1) With few exceptions, the Asian employment patterns generally are the same, showing the same sets of industries where their employment level is low, at or near parity, or high.

(2) The higher level of employment based on Census data of Asians in Apparel Products, Food Stores, and Eating and Drinking Places supports the suspicion that there are more Asians in these industries than assessed from EEO-1 data because of its "large employer" bias. On the other hand, as confirmed, there is good agreement between the data for large employer industries such as Communications, Banking, and Insurance.

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[39] Obtained from the 1970 Census Public Use Tapes.

(3) The disagreement between the data for Agriculture, Forestry and Fisheries, and Mining is not understood, although both industries are very small and the numbers therefore are subject to such disparities.

(4) Except for Transportation Equipment, both Census data and EEO-1 data show the same pattern of Asian employment in the manufacturing industries (SIC 20 to 37): employment below parity except in Apparel Products.

(5) Ten percent of the private household or domestic workers (not covered in the EEO-1 survey) are Asians, based on the 1970 Census - compared with 6.2% for parity.

(6) Finally, the lower total of the Asian employment level for all industries combined, based on EEO-1 data (4.6%) vs. Census data (6.6%), is indicative of the entry problem for Asians in the mainstream industries, as sampled by the EEO-1 survey. This is apart from the occupational distribution problems that they face, as discussed in the next section (3.3).

In summary, the 1970 Census data confirm the general pattern of Asian employment observed from 1970 and 1975 EEO-1 data. The analysis of the detailed patterns of employment by occupation by industry now follows.

3.3. DISPARITIES IN THE SPECIFIC EMPLOYMENT PATTERNS: BY OCCUPATION IN INDUSTRY

Disparities in Asian employment by occupation in industry are analyzed here. The industries are presented in thirty groupings in increasing SIC code number, as listed in the Table of Contents. The analysis covers all industries in the private sector in the San Francisco-Oakland SMSA except for Telephone Communication (SIC 481) and Electric and Gas Utility Services (SIC 492) due to disclosure limitations. The basis of the analysis is the latest (1975) data which together with the 1970 and 1973 data also provides the time trend.

Asian employment in each industry is discussed using the following format:

> _First_, typical goods and services supplied by the industry are identified. Total employment in 1975 based on State of California data[40] is indicated and the coverage by EEO-1 data[41] is estimated, thus yielding the proportion of the industry work force covered by the analysis. While generally consistent with each other, the State data and the EEO-1 data are sufficiently different sources that the coverage figures cannot be taken literally. For example, the 127% coverage for Newspapers in 1975 denotes nearly complete or high coverage, whereas the 17% coverage for Commercial Printing denotes low coverage - only about one out of five employed were reported in EEO-1 data.
>
> _Second_, the industries comprising an industry grouping are identified. Then the main ranks of workers in each are

---

[40] State of California Employment Development Department, _California Employment and Payrolls_, Sacramento: State of California, August 1976.

[41] As discussed in Section 3.2, the "coverage" is the proportion of the total employment that is reported in EEO-1 data.

pointed out.

Third, Asian employment is analyzed from: (1) the results of statistical tests of the 1975 EEO-1 data, shown in Appendix A; (2) the results of the time trend analysis, Appendix B; and (3) the employment and parity profiles, Appendix C.

Disparities in Asian employment in each industry are uncovered, the severity of a pattern indicated by the comparison of the deficit (or surplus) number with the number employed. A quantitative measure of the departure from parity thus is provided.

The analysis of each industry now follows. *To prevent disruptions of the text, all figures of the employment and parity profile cited are located in Appendix C.* The figures serve as reference for the text.

3.3.1. Agriculture and Mining

A small industry in the Bay Area, Agriculture and Mining, which includes agricultural production, forestry, commercial fishing, and mineral extraction, employed about 13,000 persons in 1975. Mainly due to the exemption of temporary or casual workers from the EEO-1 survey and also due to the small size of establishments in the industry, the coverage by EEO-1 data was low (15%). The coverage by 1973 and 1970 data also was low. While no further analysis of the data is possible, the sparse 1975 data show Asian employment at 4.5%, or well below the parity level of 7.5%.

3.3.2. Construction

As in agriculture, the construction industry employs many temporary or casual workers; the EEO-1 data coverage thus is low (14% of 59,800 workers in 1975). The EEO-1 data shown below points to the paucity of Asians in the industry. The deficits were concentrated in the main ranks of craftspersons, operatives, or laborers, as seen from the Asian employment and parity profile for Residential Building Construction (Figure C-1) and for Plumbing, Heating and Air Conditioning (Figure C-2). The only exception was in Heavy Construction (mostly bridges, tunnels, sewer and water mains, etc.), where professionals and managers were the dominant ranks, and where Asian males were at three times parity as professionals but below parity as managers (Figure C-3). Other than this, the pattern shows the low level of employment of Asians in the main ranks of laborers, operatives, and craftspersons. The EEO-1 data suggest that there should be about one and a half times as many more Asians in the industry.

Disparities in Asian Employment in Construction, SF-O SMSA, 1975

SIC Industry	All Races Employed	Asians Employed	Asian Deficit (-) or Surplus (+)
152 Residential Building Construction	1,908	21	-122
154 Nonresidential Building Construction	898	12	-56
161 Highway & Street Construction	421	4	-28
162 Heavy Construction, Except Highway	2,948	215	-6
171 Plumbing, Heating & Air Conditioning	621	15	-31
172 Painting, Paper Hanging, etc.	313	4	-19
173 Electrical Work	560	13	-29
179 Misc. Special Trade Contractors	594	22	-23

Source: EEOC, 1975 EEO-1 data for 53 employers.

Manufacturing Industries

3.3.3. Food and Kindred Products

The Food and Kindred Products industry produces and processes food and beverages. The industry employed about 28,000 persons in 1975, with nearly 80% covered by EEO-1 data from 94 employers. These employers thus averaged about 230 employees each. The main ranks of workers are managers, salespersons, and clerks; in the blue-collar ranks, they are craftspersons and operatives. The Asian employment profile in Bakery Products (Figure C-4) and Beverages (Figure C-5) is typical of the industry, with Asians well below parity in all occupations except clerical. The Asian deficits in each food industry were as follows:

Disparities in Asian Employment
in Food Products, SF-O SMSA, 1975

SIC Industry	All Races Employed	Asians Employed	Asian Deficit (-) or Surplus (+)
201 Meat Products	915	26	-42
202 Dairy Products	1,855	64	-75
203 Preserved Fruits & Vegetables	4,749	208	-148
204 Grain Mill Products	1,229	15	-78
205 Bakery Products	4,471	68	-268
206 Sugar and Confectionary	2,857	135	-79
207 Fats and Oils	778	29	-30
208 Beverages	2,976	104	-119
209 Misc. Food Products	2,145	96	65

Source: EEOC, 1975 EEO-1 data for 94 employers.

In the largest rank of operatives, for parity, there should be about three times as many more Asians than the 105 employed in 1975.

The EEO-1 data show that the disparity of low-level Asian employment has improved since 1970 only in Dairy Products, has been unchanged in Meat Products and Beverages and has worsened in Grain Mill and Bakery Products.

3.3.4. Apparel Products

The garment industry employed 10,500 persons in the Bay Area in 1975. Nearly two-thirds were in women's wear, with the rest in men's wear and other products. EEO-1 data covered 19% of the employment in women's wear and 128% of that in men's wear.

Figure C-6 for men's wear and Figure C-7 for women's wear show Asian females at high levels of employment in the ranks of craftspersons, operatives, and laborers (the garment workers). For the two industries combined, based on the 1975 EEO-1 data for 9 employers, there were 614 Asian female garment workers, or 565 above parity.

Based on EEO-1 data, the Asian employment level in the garment industry was 24% in 1975, 20% in 1973 and 16% in 1970. From Census data, however, their employment level in 1970 was 44%, or more than twice that shown in EEO-1 data. Hence the clustering of Asian females in the garment worker ranks is probably much more severe than is seen from the EEO-1 data.

3.3.5. Lumber and Furniture

Small industries in the Bay Area, Lumber and Wood Products employed about 1,700 persons, while Furniture and Fixtures employed about 3,200 in 1975; EEO-1 data covered about one-third of the employment in each.

The industries employ mostly craftspersons, operatives, and laborers. Based on the sparse EEO-1 data, Asian employment was high in Household Furniture but low in Miscellaneous Wood Products.

3.3.6. Paper Products

The paper products industry, which produces paper, paperboard, bags, boxes, envelopes, etc., employed about 7,600 persons in 1975, 96% of whom were covered by EEO-1 data from 34 employers.

Asian employment is typified by Paperboard Containers and Boxes (Figure C-8) and by Miscellaneous Paper Products, (Figure C-9) which produces bags, sanitary paper products, stationery, etc. In these two industries, which have nearly two thirds of the employment in paper products, Asian employment was as follows:

Asian Employment in Paperboard Containers and Miscellaneous Paper Products, SF-O SMSA, 1975

Occupation	All Races Employed	Asians Employed	Asian Deficit (-) or Surplus (+)
Manager	936	6	-65
Craftsperson	1,507	37	-76
Operative	1,857	58	-81
Laborer	717	29	-24

Source: EEOC, 1975 EEO-1 data for 31 employers.

The low level of employment of Asians in the industry has persisted since at least 1970. The deficit of Asians in the main ranks in 1975 was -65 managers vs. the 6 employed and -181 craftspersons, operatives, and laborers vs. the 127 employed. There should be about twice as many more Asians in the industry.

3.3.7. Printing and Publishing

A moderately large industry in the Bay Area, printing and publishing employed about 17,600 persons in 1975. Newspapers and Commercial Printing dominated the employment, with the EEO-1 data coverage high (127%) in the former and low (17%) in the latter - undoubtedly due to the large size of newspaper publishers and the small size of printing shops.

Asians have a low level of employment in the printing and publishing industry:

Asian Employment in Printing and Publishing, SF-O SMSA, 1975

SIC Industry	All Races Employed	Asians Employed	Asian Deficit (-) or Surplus (+)
271 Newspapers	5,626	178	-244
273 Books	649	22	-26
275 Commercial Printing	1,447	56	-54
276 Manifold Business Forms	867	23	-42

Source: EEOC, 1975 EEO-1 data for 32 employers.

To be at parity, there should be about twice as many more Asians in the industry.

In Newspapers in particular (Figure C-10), the table below shows that Asian males were well below parity in the managerial, professional, and sales ranks as well as in the large crafts ranks; they were at parity only in the operative and laborer ranks. Asian females were below parity in all ranks except clerical.

Asian Employment in Newspapers,
SF-O SMSA, 1975

Occupation	Asian Males		Asian Females	
	Employed	Deficit or Surplus	Employed	Deficit or Surplus
Manager	1	-15	0	-13
Professional	9	-16	4	-15
Sales	3	-19	7	-20
Clerk	20	-19	36	+ 5
Crafts	27	-48	2	-57
Operative	42	+ 6	0	-29
Laborer	17	+ 5	1	- 8

Source: EEOC, 1975 EEO-1 data for 14 publishers.

There has been very little change in the disparately low level of employment of Asians in the printing and publishing industry since 1970.

3.3.8. Chemicals and Allied Products

The chemical industry produces chemicals for industrial use and consumer products such as drugs, soaps, and fertilizers. The industry employed 13,000 persons in 1975, 82% of whom were covered by EEO-1 data from 63 employers.

Industrial Inorganic Chemicals is the largest in the industry, accounting for two-fifths of the total employment. Alkalies, chlorine, industrial gases, pigments, salts and other chemical compounds are products of this industry. Asian employment in the industry (Figure C-11) shows the males well below parity as managers (a deficit of -22 vs. the 11 employed) but above parity as professionals and technicians (a surplus of +34 for the 74 employed). And they were also below parity in the large ranks of craftspersons and operatives (a deficit of -33 vs. the 40 employed). Except as clerks, Asian females were below parity in all of these ranks (a total deficit of -97 vs. the 18 employed).

In the other chemical industries, the pattern of (a) low-level employment as managers contrasted with high-level employment as professionals and technicians and (b) low-level employment as craftspersons and operatives, is found for both Asian males and females:

Asian Employment in Chemicals,
Except Industrial Inorganic,
SF-O SMSA, 1975

SIC Industry	Asians Employed and (Deficit, -) or Surplus, +)		
	Manager	Professional + Technician	Craftsperson + Operative
283 Drugs	13 (-7)	62 (+30)	7 (-23)
284 Soap, etc.	9 (-12)	49 (+10)	3 (-18)
285 Paints	0 (-7)	3 (+1)	7 (-22)
287 Agricultural Chemicals	3 (0)	24 (+12)	1 (-8)
289 Misc. Prod.	6 (-6)	8 (+4)	9 (-11)

Source: EEOC, 1975 EEO-1 data for 37 employers.

Clearly, Asians in the chemical industry mostly are professionals and technicians but not craftspersons, operatives, or managers.

3.3.9. Petroleum Refining and Related Industries

Gasoline, paving and roofing materials, and oils and greases for industrial and commercial use are produced by the industry. Total employment in 1975 was 9,000 persons, with EEO-1 coverage high (99%) mainly due to the large size of those in the Petroleum Refining industry; the six who reported EEO-1 data in 1975 had an average of 1,400 employees. The five employers in Paving and Roofing Materials, the rest of the industry, averaged about 110 employees.

In Petroleum Refining (Figure C-12), Asian males were at parity as technicians and service workers. Asian females were clerks. However, in the other main ranks of operatives, craftspersons, professionals, and managers, they were well below parity, a pattern persisting since at least 1970:

Disparity in Asian Employment in Petroleum Refining, SF-O SMSA, 1975

Occupation	All Races Employed	Asians Employed	Asian Deficit (-) or Surplus (+)
Manager	1,165	1	-86
Professional	1,978	48	-100
Craftsperson	2,206	10	-156
Operative and Laborers	979	10	-64

Source: EEOC, 1975 EEO-1 data for 6 petroleum refineries.

In Paving and Roofing Materials, the pattern was the same. Based on EEO-1 data for the five employers reporting in 1975, the deficits were -4 managers vs. the one employed, and -25 craftspersons, operatives, and laborers vs. again, only one employed.

3.3.10. Stone, Clay, Glass and Concrete Products

Stone, clay, sand, glass, cement, concrete, gypsum, etc., are produced by the industry. Total employment in 1975 was about 6,000, with the EEO-1 data coverage high (93%) from the 14 employers who reported. Average employment was about 400.

In a pattern that worsened in 1973 but recovered to 1970 levels in 1975, Asian employment was well below parity in all of the main ranks of workers in both Glass and Glassware (Figure C-13) and Concrete and Plaster Products (Figure C-14), the dominant industries:

Disparities in Asian Employment in Stone, Clay, Glass and Concrete Products, SF-O SMSA, 1975

SIC Industry, Occupation	All Races Employed	Asians Employed	Asian Deficit (-) or Surplus (+)
322 Glass and Glassware			
-Manager	211	0	-16
-Crafts, Operative and Laborer	2,761	85	-122
327 Concrete, Gypsum and Plaster Products			
-Manager	319	3	-21
-Crafts, Operative and Laborer	1,371	5	-95

Source: EEOC, 1975 EEO-1 data for 14 employers.

In sum, about 40 Asian managers and 220 Asian blue-collar workers are needed for parity in the industry.

3.3.11. Primary Metals

The primary metals industry consists of those engaged in making steel, melting and refining various metals, and manufacturing basic metal products such as plates, sheets, foils, bars, rods, and wires. Total employment in 1975 was about 12,500, with two-thirds covered by EEO-1 data from 27 employers.

As in the previous industry, Asian employment was well below parity in the main ranks of workers in Blast Furnace and Basic Steel Products (Figure C-15), and Iron and Steel Foundries (Figure C-16), the dominant industries.

Disparities in Asian Employment in Primary Metals, SF-O SMSA, 1975

SIC Industry, Occupation	All Races Employed	Asians Employed	Asian Deficit (-) or Surplus (+)
331 Blast Furnace & Basic Steel Products			
-Manager	489	3	-34
-Craftsperson	1,076	8	-73
-Operative	1,495	28	-84
-Laborer	459	8	-26
332 Iron and Steel Foundries			
-Manager	107	0	-8
-Craftsperson	255	2	-17
-Operative	687	46	-9
-Laborer	219	1	-15

Source: EEOC, 1975 EEO-1 data for 17 employers.

Even with an improving trend in Blast Furnace and Basic Steel Products since 1970, Asians are below parity in the main ranks of workers in the primary metals industry. There should be about three times as many more Asians in the industry.

3.3.12. Fabricated Metal Products

Metal cans, hand tools, cutlery, general hardware, structural metal products, forgings, stampings, and a variety of metal and wire products - all are manufactured in the Fabricated Metal Products industry. Total employment in 1975 was about 18,900, with EEO-1 coverage moderate (59%).

Asian employment in the dominant industries, Metal Cans and Shipping Containers (Figure C-17), and Fabricated Structural Metal Products (Figure C-18), follows a now familiar pattern: they are not in the main ranks of managers and blue-collar workers:

Disparities in Asian Employment in Fabricated Metal Products, SF-O SMSA, 1975

SIC Industry, Occupation	All Races Employed	Asians Employed	Asian Deficit (-) or Surplus (+)
341 Metal Cans and Shipping Containers			
-Manager	374	5	-23
-Professional or Technician	245	13	-5
-Craftsperson	1,157	18	-68
-Operative	2,366	38	-139
-Laborer	414	7	-24
344 Fabricated Structural Metal Products			
-Manager	308	2	-21
-Professional or Technician	279	10	-1
-Craftsperson	1,275	31	-65
-Operative	590	13	-31
-Laborer	343	7	-18

Source: EEOC, 1975 EEO-1 data for 34 employers

Asian males but not Asian females were at parity as professionals and technicians. Both were well below parity as managers. And in a pattern persisting since at least 1970, they were not in the main ranks of blue-collar workers; for Metal Cans and Structural Metal Products combined, the deficit was -345 v. the 114 employed in 1975. That is, there should be about three times as many more Asians among the laborers, operatives, and craftspersons of the industry.

3.3.13 Machinery and Electrical Equipm[illegible]

The machinery industry and electrical equipment industry, respectively, employed 18,400 and 14,600 persons in 1975; EEC-1 coverage was high: 85% and 76% respectively.

The Asian employment pattern in the industry is seen in the table below:

Disparities in Asian Employment in Machinery and Electrical Equipment, SF-O SMSA, 1975

	Asians Employed and (Deficit, -) or (Surplus, +)		
SIC Industry	Manager	Professional + Technician	Craftsperson + Operative
356 General Industrial Machinery			
Males	5 (-4)	36 (+19)	18 (-15)
Females	0 (-7)	2 (-11)	0 (-26)
357 Office and Computing Machines			
Males	9 (-9)	79 (+32)	8 (-29)
Females	1 (-13)	5 (-32)	9 (-21)
366 Communication Equipment			
Males	11 (-10)	105 (+53)	62 (-69)
Females	1 (-16)	11 (-31)	87 (-16)
367 Electronic Components			
Males	6 (-17)	86 (+33)	27 (-44)
Females	2 (-16)	10 (-32)	67 (+12)

Source: EEOC, 1975 EEO-1 data for 37 employers.

Each industry is engaged in the following: General Industrial Machinery (Figure C-19) manufactures pumps, blowers, fans, gears, bearings, furnaces, etc. Office and Computing Machines (Figure C-20) produces calculators, office machines, and other such devices. Communication Equipment (Figure C-21) manufactures telephones, radios and television equipment. And Electronic Components (Figure C-22) produces semiconductors, capacitors, resistors, transformers, coils, and electrical connectors, etc. A single pattern evident from the figures of their employment profile in each of the four industries is (a) Asian males above parity as professionals and technicians but below parity as managers, (b) Asian males below parity as craftspersons and operatives, and (c) Asian females below parity in all five main ranks of workers except clerical.

Since 1970, only the Communication Equipment industry has shown a significant improvement in the employment of Asians in the managerial and blue-collar ranks. The other industries have shown minimal improvement.

3.3.14. Transportation Equipment

Motor vehicles, ships, and boats are manufactured by the Transportation Equipment industry, which employed about 10,500 persons in 1975, with 93% covered by the EEO-1 data from 20 employers, each averaging 500 employees.

Asian employment in Motor Vehicles (Figure C-23) with about three-fourths of the industry employment, was well below parity in the main ranks of operatives, craftspersons, and managers. In Ship and Boat Building (Figure C-24), only the Asian males were at parity in the main crafts ranks. Therefore, as seen from the table, Asians are well below parity in the transportation equipment industry:

Disparities in Asian Employment in Transportation Equipment, SF-O SMSA, 1975

SIC Industry, Occupation	All Races Employed	Asians Employed	Asian Deficit (-) or Surplus (+)
371 Motor Vehicles			
-Manager	567	6	-37
-Professional & Technician	462	15	-19
-Craftsperson	714	12	-42
-Operative	5,028	55	-322
373 Ship and Boat Building			
-Manager	153	4	-7
-Craftsperson	1,260	69	-2[illegible]
-Operative & Laborer	292	2	-20

Source: EEOC, 1975 EEO-1 data for 15 employers.

In sum, there should be about five times as many more Asians in the automobile industry and about twice as many more in ship and boat building.

3.3.15. Instruments and Related Products

A small industry employing only about 3,200 persons in 1975, the Instruments and Related Products industry manufactures engineering and scientific instruments, measuring and controlling devices, and medical instruments and supplies. EEO-1 data from 14 employers covered about one-half of the employment.

Medical Instruments and Supplies, with most of the employment, typifies Asian employment (Figure C-25). The males are near parity in all occupations except manager, while the females are below parity in all occupations except clerical.

Transportation, Communication and Public Utilities

3.3.16 Transportation

Air transportation and trucking and warehousing dominate the transportation industry in the Bay Area, each accounting for 37% and 22%, respectively, of the total employment of 76,500 persons in 1975. EEO-1 data coverage for air transportation was high (95%) and for trucking and warehousing was lower (67%). Water transportation, the railroads, local and interurban passenger transit, and transportation services comprise the rest of the industry. EEO-1 coverage for railroads and water transportation was high but for local transit and transportation services (mostly freight forwarding and ticket agents) was low.

The Asian employment patterns are diverse and unique to each industry:

1. In Air Transportation (Figure C-26), Asian males exceeded parity in the main blue-collar ranks of craftspersons and operatives; however, they were below parity as professionals (a deficit of -140 vs. the 78 employed) and as managers (a deficit of -39 vs. the 41 employed). Asian females were at parity in the sales, clerical, and service worker ranks; however, like the males, they were below parity as professionals (-159 vs. the 13 employed) and as managers (-55 vs. the 8 employed). They were also well below parity as craftspersons (a deficit of -235 vs. none employed). The disparities are for the aggregate of 18 employers, each averaging 1,500 employees in 1975, based on EEO-1 data. Only Asian male employment in the crafts and operative ranks has changed since 1970; all other patterns have remained the same.
2. In contrast to the airline industry, Asian employment in the trucking industry (Figure C-27) was below parity in all occupations except clerical.

From the 1975 EEO-1 data for 50 employers, each averaging about 210 employees, Asians were well below parity in all main ranks, with the deficit being -328 operatives vs. the 45 employed, -58 laborers vs. the 33 employed, and -66 managers vs. the 13 employed. The disparities in the blue-collar ranks have worsened since 1973.

Public warehousing, much smaller than the trucking industry, showed the same pattern of low-level employment of Asians in the main blue-collar ranks.

3. In Deep Sea Foreign Transportation, the work force except for the clerks is predominantly male. Asian males were at parity in the white collar ranks of salespersons, technicians, professionals, and managers; also, they were much above parity in the blue-collar ranks of service workers, laborers, operatives, and craftspersons (a total surplus of +215 vs. the 277 employed). Asian females, however, were below parity in all occupations except clerical. Based on 1975 EEO-1 data, nine employers, each averaging about 410 employees, comprised the industry, which primarily transports passengers and freight in the deep seas.

   However, at the pier, dock or terminal, Water Transportation Services is responsible for operations and maintenance and cargo handling. The dominant ranks are operatives and laborers (mostly fork lift operators, stevedores, and longshoremen). Disclosure limitations preclude analysis of the industry.

4. The Chinese were instrumental in the building of the transcontinental railroad in the 1850's. After the railroad was completed, many of them sought work in the Bay Area and eventually settled here. In the railroad industry here today, however, few Asians are employed.

Based on 1975 EEO-1 data, they were well below parity in the main occupations, with the deficits being -173 operatives vs. the 12 employed, -188 craftspersons vs. the 27 employed, and -136 managers vs. the 18 employed. Asians exceeded parity only as clerks, where the Asian females were 5.4% of nearly 3,400 clerks, or 55 over parity for the 184 employed. The low level of Asian employment persists even with a doubling of their numbers in the industry since 1970; most of the increase was due to Asian females hired as clerks.

5. In Local and Interurban Passenger Transit, which is mostly the intercity bus line and taxicab industry, Asians were also below parity in the main occupations of operatives (drivers) and craftspersons (mechanics). Their deficit was -71 vs. the 44 employed.

6. Finally, in Transportation Services, which is mostly freight forwarding and transportation ticket agencies, Asians were clerks rather than operatives and managers, the main ranks of the industry. Based on 1975 EEO-1 data, they were 8.2% of the 742 clerks as compared with none of the 139 operatives and 2.7% of the 295 managers.

3.3.17 Communication

Telephone communication and radio and television broadcasting dominate the communication industry which employed 28,300 persons in 1975. EEO 1 data coverage was high (92%). However, disclosure limitations preclude an analysis of the industry.

From data for radio and television broadcasting reported in 1975 by 13 establishments (Figure C-28), Asian males were at parity as technicians and clerks but were below parity as professionals (a deficit of -10 vs. the 10 employed) and as managers (a deficit of -6 vs. the 5 employed). On the other hand, Asian females exceeded parity as clerks and were near parity as professionals and managers. They were below parity only as technicians (a deficit of -14 vs. the one employed). These data tend to confirm the observation that most Asian newscasters are female.

3.3.18 Public Utilities

Here too, disclosure limitations preclude an analysis of the industry. Electric and gas services, natural gas transmission and distribution, water distribution, and waste collection and disposal comprise the industry. In Sanitary Services (SIC 495), craftspersons, operatives, and laborers are the main ranks (Figure C-29). Except for the 5 Asian females in the clerical ranks, Asians were severely below parity in all occupations, their deficit being -119 vs. the 7 employed.

Trade

3.3.19 Wholesale Trade

Salespersons and managers are the large high-status ranks in Wholesale Trade (SIC 50-51). Clerical workers and blue-collar workers who handle, sort, and package goods, comprise other large ranks of the industry. Wholesalers of motor vehicles and automotive equipment; lumber and construction materials; metals and minerals; electrical goods; hardware, plumbing and heating equipment; and machinery, equipment and supplies - all in durable goods employed 54,300 persons in 1975. They were small establishments, each averaging barely over 100 employees; their EEO-1 data combined covering only one-fourth of all employed in the industry. On the other hand, wholesalers of groceries; drugs and sundries; apparel; paper products; chemicals and petroleum - all in nondurable goods - employed fewer persons: 35,500 in 1975. However, they were larger establishments, each with nearly 180 employees; their EEO-1 data combined covering two-fifths of all employed in the industry.

Except for Petroleum Products (SIC 517), the wholesale industry employed Asians at well below parity in the large ranks of salespersons and managers. The Asian employment and parity profile in Motor Vehicles (Figure C-30), Electrical Goods (Figure C-31), Machinery (Figure C-32) and Groceries (Figure C-33), the dominant industries, typify their employment in the industry. The disparity in the main ranks of salspersons and managers, which is graphic in the figures, is tabulated below:

Disparities in Asian Employment in Wholesale Trade, SF-O SMSA, 1975

		Salespersons + Managers	
SIC	Wholesale Industry	Asians Employed	Asian Deficit (-) or Surplus (+)
501	Motor Vehicles	3	-40
503	Lumber	24	- 9
505	Metals	2	-21
506	Electrical Goods	11	-53
507	Hardware	0	-11
508	Machinery	32	-156
509	Misc. Durables	8	-34
511	Paper Products	9	-22
512	Drugs & Sundries	11	-31
514	Groceries	34	-107
516	Chemicals	9	-38
517	Petroleum	102 Males 1 Female	+55 Males -35 Females
518	Beverages	11	-33
519	Misc. Nondurables	9	-46

Source: EEOC, 1975 EEO-1 data for 218 wholesalers.

Wholesale of Petroleum Products, Figure C-34, although employing Asian males above parity, employed Asian females well below parity. In all of the other industries, both Asian males and females were well below parity in these main ranks, their combined deficit being -636 compared with 266 employed in 1975. The pattern has persisted since at least 1970.

Finally, in the remaining large ranks of workers, Asians, both males and females, are mostly clerical workers rather than operatives. From 1975 EEO-1 data for the entire wholesale trade industry, there were 7,025 Asian clerks and a deficit of only -122, versus 89 operatives and a deficit of -170. And, thus, operatives, salespersons, and managers - all main ranks of the industry - include few Asians.

3.3.20 Retail Trade

A large industry in the Bay Area, Retail Trade employed nearly 196,000 persons in 1975 - mostly salespersons, clerks, and managers. EEO-1 coverage was high (105%) in General Merchandise Stores, mostly the large department stores and variety stores; it was moderate (54%) in Food Stores, mostly the large chains of grocery stores; and it was low (20%) in Eating and Drinking Places, with coverage restricted mostly to the chain restaurants. Also low was the coverage in Building Materials, Automotive Dealers and Service Stations, Apparel Stores, Furniture Stores, and Miscellaneous Retail (mostly drug stores). Compared with supermarkets and department stores, the small size of the firms accounts for the low coverage.

The Asian employment pattern in retail trade was varied, depending on the specific industry:

1. In Department Stores (Figure (C-35), Asian males were below parity as managers, salespersons and clerks (total deficit is -727 vs. the 234 employed). Asian females, however, while also below parity as managers (total deficit is -65 vs. the 71 employed), were above parity as salespersons and clerks (total surplus is +397 vs. the 1,016 employed). The disparity in the managerial ranks has worsened since 1970.

2. In Grocery Stores (Figure C-36), Asian males were at parity as managers and salespersons, whereas Asian females were well below parity, their deficit being -65 managers vs. the one employed and -179 salespersons vs. the 46 employed in 1975. The disparity in the sales ranks has improved, but in the managerial ranks has worsened since 1970.

3. In Women's Stores (Figure C-37), Asian women were above parity in all three main ranks of managers, salespersons, and clerks. Perhaps expectedly, there were few salesmen in these stores.

4. In Furniture Stores, except among the female clerks, Asians were below parity in all three main ranks of managers, salespersons, and clerks.

5. In Eating and Drinking Places (Figure C-38), there is one main rank: the service workers of cooks, food servers, and cleaners. Here, Asian males were substantially above parity (+240 vs. the 601 employed), whereas Asian females were below parity (-53 vs. the 231 employed). The pattern is the same in the much smaller managerial ranks.

6. And finally, in Drug Stores (Figure C-39), Asians were at parity in all of the main ranks except for Asian females in the managerial ranks. By contrast, both Asian males and females were much above parity as professionals (druggists), their surplus being +39 vs. the 51 employed in 1975. The surplus of Asian male druggists has been increasing since 1970.

Finance, Insurance and Real Estate

3.3.21 Banking and Credit Agencies

A financial center in the West, the Bay Area has a large banking industry. Total employment in 1975 was 39,499 persons based on State data and 48,900 persons based on EEO-1 data; the coverage thus is high. Managers were one-fourth of the work force, and clerks were nearly three-fifths of the work force; these workers comprise the main ranks of the industry. Technicians and operatives were most of the rest. The Credit Agencies industry was comprised mostly of savings and loan companies. Total employment in 1975 was about 9,400, with about one-third covered by EEO-1 data. The work force again was mostly managers and clerks.

Banks employ many Asians, especially Asian females. However, based on 1965 EEO-1 data, although these females were employed at three to four times parity as clerks and at five times parity as operatives, they were below parity as managers. Similarly, Asian males exceeded parity as technicians, clerks, and operatives, but were below parity as managers. Figure C-40 graphically shows this pattern based on 18 banks employing 48,969 persons in 1975. The large surpluses of Asian clerks, technicians, and operatives are in contrast with their large deficit as managers.

Disparities in Asian Employment in Banking, SF-O SMSA, 1975

Occupation, Sex	Employment		Asian Deficit (-) or Surplus (+)
	All Races	Asians	
Manager, Male	8,076	371	-131
Manager, Female	3,887	285	-110
Clerk, Male	5,207	1,294	+114
Clerk, Female	22,893	3,590	+2,663
Technician, Male	1,607	185	+80
Technician, Female	889	113	+31
Operative, Male	1,428	365	+226
Operative, Female	1,887	627	+518

Source: EEOC, 1975 EEO-1 data for 28 banks.

Their total surplus was about +3,600 in the clerical, technician, and operative ranks as compared with their deficit of about -240 in the managerial ranks. Do Asians advance in the banking industry?

From 1970 to 1975, the EEO-1 data below for 12 banks, which account for three-fifths of the employment in the industry, show that the surplus of Asian females as clerks doubled to +1,950, and that their deficit as managers halved to -51. As for Asian males, their surplus as technicians and operatives increased five-fold to +215, but their deficit as managers was nearly unchanged at -63.

Time Trend in Asian Employment in Banking, SF-O SMSA, 1975

Occupation, Sex	Employment in 1975		Asian Deficit (-) or Surplus (+)		
	All Races	Asian	1975	1973	1970
Manager, Male	5,112	254	-63	-58	-71
Manager, Female	2,430	198	-51	-116	-99
Clerk, Male	3,439	938	*	*	*
Clerk, Female	14,038	2,528	1,950	1,833	976
Technician, Male	784	72	21	12	5
Technician, Female	399	60	*	*	*
Operative, Male	1,154	311	194	61	41
Operative, Female	1,611	545	*	*	*

*Not statistically significant.

And in the savings and loan industry, there were few Asian males. However, as in the banking industry, Asian females were mostly clerks rather than managers.

3.3.22. Security Brokers and Dealers

Security brokers and dealers are primarily engaged in the purchase and sale of securities (stocks, bonds, etc.). The industry employed about 4,500 persons in 1975, with nearly one-half covered by EEO-1 data from 20 employers who each averaged about 110 employees. The main ranks were comprised of managers, salespersons, and clerks (Figure C-41).

Asian employment was at parity for the males but not for the females, who were employed as clerks but not as managers nor as salespersons. This pattern worsened in 1973 after persisting since at least 1970.

3.3.23. Insurance

The insurance industry employed about 34,500 persons in the Bay Area in 1975, thus ranking it among the large industries. Insurance carriers, with three-fourths of the employment, dominated the industry and was well covered by the EEO-1 data (89%). Insurance agents and brokers comprised the rest of the industry and were poorly covered (23%). And as in the banking and security brokerage industries, the employees were mostly white collar workers: managers, professionals, technicians, and clerks.

Figure C-42 for Life Insurance, Figure C-43 for Medical Service and Health Insurance, and Figure C-44 for Fire, Marine and Casualty Insurance show Asian employment in these industries. The Asian pattern primarily was that of Asian females below parity as managers and professionals as compared with at least three times parity as clerks:

Disparities in Asian Female Employment in Insurance, SF-O SMSA, 1975

SIC Industry	Managers and Professionals		Clerks	
	Asians Employed	Asian Deficit (-) or Surplus (+)	Asians Employed	Asian Deficit (-) or Surplus (+)
631 Life Insurance	14	-17	243	+178
632 Medical and Health Insurance	36	-6	524	+439
633 Fire, Marine and Casualty Insurance	84	-60	836	+631

Source: EEOC, 1975 EEO-1 data for 70 insurance companies.

The pattern for Asian males, who comprised a smaller work force than the females, was about the same. And thus, as in banking, Asians in the insurance industry were mostly clerks.

3.3.24. Real Estate

The real estate industry includes agents and brokers, as well as developers, owners, operators,and lessors of real property. A moderately large industry in the Bay Area, it employed 17,900 persons in 1975. However, EEO-1 coverage was low (only 9%), probably due to the small work force of most employers in the industry. The EEO-1 data for the seven large employers that reported in 1975 averaged about 160 employees and showed a pattern, Figure C-45, now familiar for Asians in finance, insurance, and real estate: Asians are predominantly in the low-status clerical ranks rather than in the high-status managerial, professional, and sales ranks.

Services

The service industry in the Bay Area in 1975 employed 256,000 workers or about one out of four in private industry. Asian employment is analyzed according to the following groupings:

Hotels and Other Lodging Places (SIC 70)
Personal Services and Business Services (SIC 72, 73)
Repair (SIC 75, 76)
Recreation Services (SIC 78, 79)
Health Services (SIC 80)
Legal, Engineering, Architectural, Accounting and Other Services (SIC 81-89)

3.3.25. Hotels and Other Lodging Places

Bellhops and porters; cooks, waiters and busboys; maids and janitors - all comprise the main ranks of workers in the hotel industry, the service workers. In these ranks, Asian employment was three times parity for the males and twice parity for the females (Figure C-46), based on EEO-1 data from 30 employers who accounted for one-half of the 17,300 workers in the industry in 1975. Therefore, from the EEO-1 data above, there were 1,120 Asian service workers as compared with the 430 expected from parity in these low-status ranks.

3.3.26. Personal and Business Services

The Personal Services industry, consisting of those engaged in the care of persons or their apparel, includes laundries, barber shops, etc. The industry employed 13,900 persons in 1975, only 6% of whom were covered by the EEO-1 data, most likely due to the small average size of establishments engaged in these services. The coverage in 1970 and 1973 was much the same. From the meager 1975 EEO-1 data for seven employers who reported, only 2% of the 920 employed were Asians. Because of the low EEO-1 coverage, no further analysis of the Personal Services industry is possible.

The EEO-1 coverage of the Business Services industry is much higher: 38% of the 54,000 employed in 1975. The industry is comprised of advertising, credit reporting and collection, services to buildings, personnel supply services, computer and data processing services, and other miscellaneous business services. The latter consist of research and development laboratories, management and consulting services, detective and protective services, etc. Asian employment, based on the 1975 EEO-1 data for six industries in this group, was as follows:

1. In Advertising (Figure C-47), Asians primarily were clerks rather than professionals and managers.
2. In Credit Reporting and Collection (Figure-48), which includes consumer credit reporting, collection, and adjustment of claims, Asians were at three to four times parity in the single main rank of clerical workers.
3. In Services to Buildings (Figure C-49), which includes the furnishing, cleaning, and maintenance of buildings, Asian males were at twice parity in the service worker ranks, the only rank. Asian females were below parity. Service workers here include janitors, window cleaners, etc.
4. In Personnel Supply Services (Figure C-50), which consists of those providing employment services and temporary help, Asians were clerks and service workers, but not professionals.

5. In Computer and Data Processing Services, (Figure C-51), Asians were above parity as clerks and at parity as technicians, professionals and managers, an exception to the general pattern.
6. In Miscellaneous Business Services (Figure C-52), Asian males were at parity as professionals and technicians, but were below parity as managers; they were near parity in the other ranks. Asian females were at parity only as clerks.

Thus, the familiar pattern appears here. Asians mostly are low status workers.

3.3.27. Repair Services

An analysis of this industry is not possible because of the paucity of EEO-1 data. Repair Services includes automotive repair, services, and garages; electrical repair; watch and clock repair; furniture repair, etc. Total employment in 1975 was 14,500 persons, of whom only 8% were covered by EEO-1 data.

3.3.28. Recreation Services

The industry includes motion picture productions and distribution, motion picture theaters, orchestras, entertainers, and other amusement and recreation services. Total employment in 1975 was 14,300, with 28% covered by EEO-1 data. The sparse data show that Asians were nearly at parity as service workers (janitors) in motion picture theaters and were about one-third of parity as professionals. Few Asians are entertainers, musicians, acotrs and actresses.

3.3.29 Health Services

There are many more Asians, mostly females, in the Health Services industry, where they are mostly nurses and food and cleaning service workers. EEO-1 data, mostly from hospitals, covered nearly one-half (48%) of the total employment of 65,900 persons of all races in the industry in 1975.

Asian employment in hospitals (Figure C-53 typifies their employment in the industry. Asian females far exceeded parity in the main ranks of professionals (mostly nurses) and as technicians, clerks, and service workers (hospital attendants, orderlies, etc.); also, they were nearly at parity as managers, most likely as supervisors of those in the latter ranks. On the other hand, Asian males were above parity only in the service worker ranks; they were at about one-half of parity as technicians, professionals, and managers. The Asian deficits and surpluses in the industry are listed below:

Asian Employment in Hospitals,
SF-O SMSA, 1975

Occupation, Sex	Asian Males		Asian Females	
	Employed	Deficit or Surplus	Employed	Deficit or Surplus
Manager	34	-34	49	-5
Professional	180	-170	920	+645
Technician	81	-52	154	+50
Clerk	75	-112	248	+101
Service Worker	360	+99	460	+255

Source: EEOC, 1975 EEO-1 data for 35 hospitals.

Since 1970, the surplus of Asian female professionals, clerks, and service workers has more than doubled, and the deficit of Asian male professionals and managers has worsened.

3.3.30. Legal, Engineering, Architectural, Accounting and Other Services.

Asian employment in Legal Services (Figure (C-54), Engineering and Architectural Services (Figure C-55), and Accounting, Auditing and Bookkeeping Services (Figure C-56), typifies their employment in the professional services industry, which employed nearly 76,000 persons of all races in 1975. Based on 1975 EEO-1 data, their employment in the main ranks of these industries was as follows:

1. In Legal Services, eight firms averaging 200 employees reported EEO-1 data. For the aggregate, Asians were clerks rather than professionals (a deficit of -29 professionals vs. the five employed). Thus, few Asians were employed as attorneys.

2. In Engineering and Architectural Services, 25 firms averaging 550 employees reported EEO-1 data who, together with those that reported in Accounting, Auditing, and Bookkeeping, provided a high coverage (79%) of the Miscellaneous (Professional) Services industry. In engineering and architectural services, Asian males were above parity as technicians and professionals and at parity as managers. Asian females, however, were at parity only as clerks. The pattern for the males has been developing since 1970 while that for the females has been getting worse.

3. Finally, in Accounting, Auditing, and Bookkeeping Services, mostly the "Big Eight" accounting firms, Asian males were at parity as professionals but below parity as managers. Asian females were at parity

only as clerks. The pattern is evident from the deficits and surpluses for the industry, as represented by 16 employers with a total of nearly 2,000 employees in 1975:

Disparities in Asian Employment in
Accounting, Auditing, and Bookkeeping Services,
SF-O SMSA, 1975

Occupation, Sex	Asians Employed	Asian Deficit (-) or Surplus (+)
Manager, Male	6	-7
Manager, Female	0	-10
Professional, Male	48	(-3)
Professional, Female	24	-16
Clerk, Male	11	-8
Clerk, Female	37	+22

(-3): not statistically significant

Source: EEOC, 1975 EEO-1 data for 16 firms.

The pattern in Accounting, Auditing, and Bookkeeping Services has been much the same since 1970.

In sum, even in the professional services industry, Asians mostly are low-echelon workers.

3.4. MATRIX SUMMARY OF PATTERNS, BY INDUSTRY

The industry-by-industry analysis (Section 3.3 and Table A of Appendix A) shows the following statistically significant patterns in the disparate employment of Asians in the Bay Area in 1975, based on EEO-1 data.

Pattern One: Below parity as managers
Pattern One A: Below parity as managers even where above parity as professionals and/or as technicians
Pattern Two: Below parity as professionals and/or as technicians
Pattern Three: Below parity as salespersons

Pattern Four: At or above parity only as clerks
Pattern Five: Below parity as craftspersons, operatives, and laborers
Pattern Six: Above parity as service workers.

Table 1 is a matrix showing the industries that exhibit each pattern, showing Asian male and female employment separately. The industries appear in increasing SIC code number. In the matrix:

- denotes below parity by 5 or more Asians
+ denotes 5 or more Asians above parity
0 denotes Asians at parity.

Also, parity figures are entered in the matrix only when the disparity is statistically significant, with a confidence level of 90% or more, and when there are at least 150 employees of all races and both sexes in the occupation of interest. Multiplying 150 with the Asian parity levels of 4.2% for the males or 3.3% for the females, leads to the number 5 in the criteria above.

Examples of industries exhibiting each pattern for Asian males are:

Pattern	Industry
One	Residential Building Construction (SIC 152)
One A	Heavy Construction (SIC 162)
Two	Newspapers (SIC 271)
Three	Bakery Products (SIC 205)
Four	Medical Service and Health Insurance (SIC 632)
Five	Residential Building (SIC 152)
Six	Petroleum Refining (SIC 291)

Examples of patterns for Asian females are:

Pattern	Industry
One	Dairy Products (SIC 202)
One A	Beverages (SIC 208)
Two	Preserved Fruits and Vegetables (SIC 203)
Three	Bakery Products (SIC 205)
Four	Dairy Products (SIC 202)
Five	Dairy Products (SIC 202)
Six	Hotels and Other Lodging Places (SIC 701)

Thus, scanning the matrix vertically identifies the industries with each pattern. And scanning horizontally shows the patterns in each industry. Example: Industrial Inorganic Chemicals (SIC 281) has Patterns One, One A, and Five for Asian males and Patterns One, Two, Four, and Five for Asian females. The actual deficit numbers (or surpluses), measures of the severity of a pattern, are listed in Table A, Appendix A.

Table 1 . Matrix Summary of Disparities in Asian Employment, San Francisco-Oakland SMSA, 1975

Employment Pattern

- Below Parity
0 At Parity
+ Above Parity

SIC Industry	1. Manager	2. Professional and/or Technician	3. Sales	4. Clerk	5. Craftsperson, Operative and Laborer	6. Service Worker	1. Manager	2. Professional and/or Technician	3. Sales	4. Clerk	5. Craftsperson, Operative and Laborer	6. Service worker
	ASIAN MALES						ASIAN FEMALES					
Construction												
152 Residential Building	-			-	-		-			0	-	
154 Nonresidential Building					-						-	
161 Highway & Street					-						-	
162 Heavy Construction	-	+		-	-		-	-		-	-	
171 Plumbing, Heating & Air Conditioning					-						-	
172 Painting, etc.					-						-	
173 Electrical Work					-						-	
179 Misc. Special Trade					-						-	
Food Products												
201 Meat					-						0	
202 Dairy	-			-	-		-			+	-	
203 Preserved Fruits & Vegetables	-	0		-	-		-	-		+	-	
204 Grain Mill					-						-	
205 Bakery	-		-	-	-	-	-		-	0	-	-
206 Sugar & Confectionary	-		-	-	+		-		-	0	-	
207 Fats & Oils	0				-		-				-	
208 Beverages	-	+	-	-	-		-	0	-	+	-	
209 Misc. Foods	-			-	-		-			+	-	
Apparel Products												
232 Men's & Boy's Furnishings	0	+	-	0	+		-	0	-	+	+	
233 Women's and Misses Outerwear					+						+	
Lumber & Wood Products												
249 Misc. Wood Products					-						-	
251 Household Furniture					+						0	
Paper Products												
262 Paper Mills												
264 Misc. Converted Paper Products	-		-	-	-		-		-	0	-	
265 Paperboard Boxes	-	0		-	-		-	0		+	-	
Printing & Publishing												
271 Newspapers	-	-	-	-	-	0	-	-	-	+	-	-
273 Books		0		-				-		0		
275 Commercial Printing				-	-					0	-	
276 Manifold Business Forms			0	-	-				-	0	-	

Table 1 . Matrix Summary of Disparities in Asian Employment, San Francisco-Oakland SMSA, 1975

Employment Pattern

- Below Parity
0 At Parity
+ Above Parity

SIC Industry	ASIAN MALES						ASIAN FEMALES					
	1. Manager	2. Professional and/or Technician	3. Sales	4. Clerk	5. Craftsperson, Operative and Laborer	6. Service Worker	1. Manager	2. Professional and/or Technician	3. Sales	4. Clerk	5. Craftsperson, Operative and Laborer	6. Service worker
Chemical Products												
281 Industrial Inorganic	-	+		-	-		-	-		+	-	
282 Plastics & Synthetics					0						-	
283 Drugs	0	+		-	-		-	+		0	-	
284 Soaps, Cleaners, etc.	-	+		-	-		-	0		+	+	
285 Paints, etc.					-						-	
287 Agricultural Chemicals		+						0				
289 Misc. Chemicals	0	0			0		-	0			-	
Petroleum Products												
291 Petroleum Refining	-	-		-	-	+	-	-		+	-	-
295 Paving & Roofing Materials					-						-	
Rubber & Plastics												
307 Misc. Plastics					0						-	
Stone, Clay & Glass												
322 Glass & Glassware	-			0	-		-			0	-	
327 Concrete, Gypsum & Plaster	-			-	-		-			0	-	
Primary Metals												
331 Blast Furnace and Basic Steel Products	-	0		-	-	0	-	-		-	-	-
332 Iron & Steel Foundries					-						-	
Fabricated Metal Products												
341 Metal Cans and Shipping Containers	-	0			-		-	0			-	
344 Fabricated Structural Metal Products	-	+		-	-		-	-		-	-	
349 Misc. Fabricated Metal Products					-						-	
Machinery, Except Electrical												
353 Construction and Related Machinery				0	-					0	-	
356 General Industrial Machinery	0	+		-	-		-	-		0	-	
357 Office & Computing Machines	-	+		-	-		-	-		+	-	

Table 1 . Matrix Summary of Disparities in Asian Employment, San Francisco-Oakland SMSA, 1975

Employment Pattern

- Below Parity
0 At Parity
+ Above Parity

SIC Industry	ASIAN MALES 1. Manager	ASIAN MALES 2. Professional and/or Technician	ASIAN MALES 3. Sales	ASIAN MALES 4. Clerk	ASIAN MALES 5. Craftsperson, Operative and Laborer	ASIAN MALES 6. Service Worker	ASIAN FEMALES 1. Manager	ASIAN FEMALES 2. Professional and/or Technician	ASIAN FEMALES 3. Sales	ASIAN FEMALES 4. Clerk	ASIAN FEMALES 5. Craftsperson, Operative and Laborer	ASIAN FEMALES 6. Service Worker
Machinery, Except Electrical, cont'd.												
358 Refrigeration & Service Machinery					-						-	
Electric & Electronic Equipment												
364 Electric lighting & Wiring					0						-	
366 Communication Equipment	-	+		-	-		-	-		-	-	
367 Electronic Components	-	+		-	-		-	-		-	+	
Transportation Equipment												
371 Motor Vehicles	-	0		-	-	0	-	-		-	-	-
372 Aircraft & Parts												
373 Ship & Boat Building	0				+		0				-	
Instruments & Related Products												
381 Engineering & Scientific Instruments				-						0		
382 Measuring & Controlling Devices					0						0	
384 Medical Instruments & Supplies	0						-					
40 Railroad Transportation	-	+	-	-	-	0	-	-	-	+	-	-
Local & Interurban - Passenger Transit												
412 Taxicabs					-						-	
414 Transportation Charter Service					-						-	
Trucking & Warehousing												
421 Trucking, Local & Long Distance	-		-	-	-		-		-	-	-	
422 Public Warehousing	-			0	-		-			-	-	
Water Transportation												
441 Deep Sea Foreign Transportation	0	0		+	+	+	-	-		+	-	-

Table 1. Matrix Summary of Disparities in Asian Employment, San Francisco-Oakland SMSA, 1975

Employment Pattern

- Below Parity
0 At Parity
+ Above Parity

SIC Industry		ASIAN MALES						ASIAN FEMALES					
		1. Manager	2. Professional and/or Technician	3. Sales	4. Clerk	5. Craftsperson, Operative and Laborer	6. Service Worker	1. Manager	2. Professional and/or Technician	3. Sales	4. Clerk	5. Craftsperson, Operative and Laborer	6. Service worker
	Water Transportation cont'd.												
446	Water Transport Services					0						-	
	Air Transportation												
451	Certificated Air Transportation	-	-	-	-	+		-	-	-	+	-	
458	Air Transportation Services					+						-	
	Transportation Services												
471	Freight Forwarding				-						0		
472	Arrangement of Transportation	0			0						+		
	Communication												
483	Radio & TV Broadcasting	-	-		-			0	-		+		
489	Communication Services, NEC	+			0			-			0		
	Electric, Gas & Sanitary Services												
495	Sanitary Services				-	-					0	-	
	Wholesale Trade												
501	Motor Vehicles & Automotive Equipment	-		-	-	-		-		-	0	-	
503	Lumber				0						+		
505	Metals, Minerals, Except Petroleum			-	-	0				-	0	-	
506	Electrical Goods	-	0	-	-	0		-	-	-	+	-	
507	Hardware, Plumbing & Heating Equipment			-		0				-		-	
508	Machinery, Equipment & Supplies	-	+	-	-	-		-	-	-	+	-	
509	Misc. Durable Goods	-		-	0	0		-		-	+	-	
511	Paper Products			0	-	+				-	+	-	

Table 1. Matrix Summary of Disparities in Asian Employment, San Francisco-Oakland SMSA, 1975

Employment Pattern

- Below Parity
0 At Parity
+ Above Parity

SIC Industry	ASIAN MALES						ASIAN FEMALES					
	1. Manager	2. Professional and/or Technician	3. Sales	4. Clerk	5. Craftsperson, Operative and Laborer	6. Service Worker	1. Manager	2. Professional and/or Technician	3. Sales	4. Clerk	5. Craftsperson, Operative and Laborer	6. Service worker
Wholesale Trade cont'd												
512 Drugs, Sundries, etc.	-		-	-	-		-		-	0	-	
514 Groceries & Related	-		-	-	-	+	-		-	-	-	-
516 Chemicals & Allied	-	0	-	-			-	-	-	+		
517 Petroleum Products	0	-	+	-	-		-	-	-	0	-	
518 Beer, Wine, etc.	-		-	-	-		-		-	0	-	
519 Misc. Nondurable Goods	-		-	-	-	-	-		-	0	-	-
Retail Trade												
521 Lumber & Other Building Materials	-		-	-			-		-	0		
531 Department Stores	-	0	-	-	-	+	-	-	+	+	+	-
533 Variety Stores	-		-	-		-	-		0	0		+
541 Grocery Stores	0	0	+	-	-	-	-	-	-	-	-	-
561 Men's & Boy's Clothing												
562 Women's Wear	-	-		+			0	0		+		
565 Family Clothing Stores	-		-	-	-		0		-	+	0	
571 Furniture & Home Furnishings	-		-	-			0		-	0		
581 Eating & Drinking Places	+		-	0	+	+	-		0	+	0	-
591 Drug Stores & Proprietary Stores	0	+	-	-			-	+	-	0		
594 Misc. Shopping Goods			-	0					0	+		
Banking & Credit Agencies												
602 Commercial Banks	-	+	-	+	+		-	+	-	+	+	
612 Savings & Loan Associations	-			-			-			+		
614 Personal Credit Institutions												
616 Mortgage Bankers and Brokers	-			-			0			0		
621 Security Brokers and Services	0		0	0			-		-	+		

Table 1 . Matrix Summary of Disparities in Asian Employment, San Francisco-Oakland SMSA, 1975

Employment Pattern

- Below Parity
0 At Parity
+ Above Parity

SIC	Industry	ASIAN MALES 1. Manager	ASIAN MALES 2. Professional and/or Technician	ASIAN MALES 3. Sales	ASIAN MALES 4. Clerk	ASIAN MALES 5. Craftsperson, Operative and Laborer	ASIAN MALES 6. Service Worker	ASIAN FEMALES 1. Manager	ASIAN FEMALES 2. Professional and/or Technician	ASIAN FEMALES 3. Sales	ASIAN FEMALES 4. Clerk	ASIAN FEMALES 5. Craftsperson, Operative and Laborer	ASIAN FEMALES 6. Service worker
	Insurance Carriers, Agents & Brokers												
631	Life Insurance	-	-	+	-			-	+	-	+		
632	Medical Service & Health Insurance	-	-		+			0	+		+		
633	Fire, Marine & Casualty Insurance	-	-	-	-			-	-	-	+		
636	Title Insurance	-			-			-			0		
639	Insurance Carriers, NEC				-						+		
641	Insurance Agents & Brokers	-	-	0	-	-		0	-	-	+	-	
	Real Estate												
651	Real Estate Operators and Lessors												
653	Real Estate Agents & Managers			-	-					-	0		
	Services - Hotels, Personal, Business, Repair, Motion Pictures and Amusement												
701	Hotels & Other Lodging Places	+			0	+	+	-			+	+	+
721	Laundry & Cleaning Service					-						-	
731	Advertising		-		-				-		0		
732	Credit Reporting & Collection				+						+		
734	Services to Buildings	0				-	+	-				-	-
736	Personnel Supply Services		-		-				-		+		
737	Computer & Data Processing Service	0	+		+			-	-		+		
739	Misc. Business Service	-	0	-	-	-	-	-	-	-	+	-	-
751	Automotive Rentals			-		0				-		0	
752	Automobile Parking						+						-
783	Motion Picture Theaters	-		-		-		-		-		-	-

Table 1. Matrix Summary of Disparities in Asian Employment, San Francisco-Oakland SMSA, 1975

Employment Pattern

- Below Parity
0 At Parity
+ Above Parity

SIC	Industry	ASIAN MALES 1. Manager	ASIAN MALES 2. Professional and/or Technician	ASIAN MALES 3. Sales	ASIAN MALES 4. Clerk	ASIAN MALES 5. Craftsperson, Operative and Laborer	ASIAN MALES 6. Service Worker	ASIAN FEMALES 1. Manager	ASIAN FEMALES 2. Professional and/or Technician	ASIAN FEMALES 3. Sales	ASIAN FEMALES 4. Clerk	ASIAN FEMALES 5. Craftsperson, Operative and Laborer	ASIAN FEMALES 6. Service worker
	Services - Hotels, Personal, Business, Repair, Motion Pictures and Amusement, cont'd.												
792	Producers, Orchestras, Entertainers		-						-				
	Health Services												
805	Nursing Facilities		-		-		-		+		0		+
806	Hospitals	-	-		-	0	+	-	+		+	-	+
807	Medical & Dental Laboratories		0						+				
809	Health & Allied Services, NEC	-	0		-		-	0	+		+		+
	Other Services												
811	Legal Services		-		-				-		+		
832	Individual & Family Services												
836	Residential Care						+						+
862	Professional Organizations				-						+		
891	Engineering & Architectural Services	0	+		-	-		-	-		+	-	
893	Accounting, Auditing & Bookkeeping	-	0		-			-	-		+		

No entry denotes less than 150 employees in the total workforce of all races and both sexes. "+" denotes at least 5 Asians over parity, "-" denotes below parity by 5 or more and "0" denotes parity employment, all with a total work force of at least 150 employees; also, the level of confidence for the disparity is 90% or more.

3.5. OTHER INDICATIONS OF THE LOW STATUS OF ASIANS IN THE LABOR MARKET

Identifying the specific Asian ethnicities affected; analyzing their occupations by detailed category; and assessing their income - all here provide other indications of their status in the labor market. This is done for all industries combined using 1970 Census data; the absence of appropriate data prevents an industry-by-industry analysis as in Section 3.3. The results are seen to be consistent with and, indeed, are complementary to the analysis based on the 1970 and 1975 EEO-1 data.

3.5.1. Occupational Distribution of the Chinese, Filipinos and Japanese

The distribution by broad occupation of the Chinese, Filipino, and Japanese for the total of all industries in the Bay Area is shown in Table 2 for the males and in Table 3 for the females. That of whites also is shown for comparison. Data for Koreans and other Asians are not available. The employment level by detailed occupation of Asians as a group is shown in Table E of Appendix E; a breakdown by specific Asian ethnicity is not available. These data reveal the following:

1. The low level of employment of Asians in the managerial ranks of private industry, as previously uncovered in specific industries using the EEO-1 data (Section 3.3) is confirmed by their paucity among the ranks of salaried managers in manufacturing, wholesale and retail trade, transportation, communication, and public utilities. Those who are managers are mostly Chinese and Japanese males self-employed in wholesale and retail trade, based on the 1970 Census.

Table 2. Distribution by Broad Occupation of Chinese, Filipino, Japanese and White Males, All Industries in the SF-O SMSA, 1970

Broad Occupation	Male Occupational Distribution, %			
	White*	Chinese	Filipino	Japanese
Manager/Administrator**	14%	10%	4%	12%
Professional/Technician	20	20	12	24
Salesperson	9	6	2	5
Clerk	9	15	18	12
Craftsperson	20	10	11	11
Operative	14	12	10	9
Laborer, Except Farm	5	4	5	14
Farmer and Farm Laborer	0	0	2	3
Service Worker	9	23	36	8
Private Household Worker	0	1	1	1
All Occupations	659,543 =100%	22,448 =100%	10,414 =100%	8,548 =100%

*White includes Spanish Americans and thus is biased downward in the high status occupations and biased upward in the low status occupations.

Sources: U.S. Department of Labor, Detailed Manpower Indicators - SF-O SMSA, San Francisco: Manpower Administration, D.O.L., 1972.

U.S. Bureau of the Census, Japanese, Chinese and Filipinos in the U.S., Washington, D.C.: U.S. GPO, 1973.

**A breakdown of self-employed vs. salaried managers, such as shown in Table E of Appendix E for the Asian American aggregate is not available.

Table 3 . Distribution by Broad Occupation of Chinese, Filipino, Japanese and White Females, All Industries in the SF-O SMSA, 1970

Broad Occupation	Female Occupational Distribution, %			
	White*	Chinese	Filipino	Japanese
Manager/Administrator **	5%	3%	2%	3%
Professional/Technician	19	11	15	16
Salesperson	9	6	3	5
Clerk	45	38	51	40
Craftsperson	1	2	1	2
Operative	6	26	6	8
Laborer, Except Farm	1	1	1	1
Farmer and Farm Laborer	0	0	1	2
Service Worker	12	11	19	12
Private Household Worker	2	2	2	12
All Occupations	410,709 =100%	16,279 =100%	7,963 =100%	7,464 =100%

*White includes Spanish Americans and thus is biased downward in the high status occupations and biased upward in the low status occupations.

Sources: U.S. Department of Labor, Detailed Manpower Indicators - SF-O SMSA, San Francisco: Manpower Administration, D.O.L., 1972

U.S. Bureau of the Census, Japanese, Chinese, and Filipinos in the U.S., Washington, D.C.: U.S. GPO, 1973.

**A breakdown of self-employed vs. salaried managers, such as shown in Table E of Appendix E for the Asian American aggregate is not available.

2. Except for the Filipino males and the Chinese females, the proportion of Asian professionals and technicians is comparable to that of whites. However, Asian male professionals are mostly accountants, architects, engineers, health technicians, and engineering and science technicians, while the females are mostly nurses and health technicians. By contrast, few are attorneys, judges, physicians, social scientists, teachers, writers, or artists. A pattern of clustering in professions requiring minimal communication skills and public contact is evident.

3. Compared to whites, there are proportionately less than one-half as many Asians in the sales ranks, most likely due to the disparity in such industries as wholesale trade (Section 3.3.19), security brokers and dealers (Section 3.3.22), and real estate (Section 3.3.24). Moreover, the census data show that the disparity is most severe for Filipinos.

4. As clerical workers, the females of all three groups - Chinese, Filipino, and Japanese - are those clustered in the clerical ranks of industries such as banking (Section 3.3.21) and insurance (Section 3.3.23). Significantly, the data for the detailed occupations (Table E) show that, even in the clerical ranks, they are low echelon workers. Asian females are bookkeepers, file clerks, office machine operators, and typists, rather than telephone operators, receptionists, and secretaries. The males are mostly postal clerks.

5. Compared to white males, there are only about one-half as many Chinese, Filipinos, and Japanese males in the crafts ranks. Few females are in these ranks. The employment level of Asian males as carpenters, painters, and plumbers is below parity. These levels

are consistent with the employment pattern in the construction industry (Section 3.3.2). Only Asian male radio and television technicians are above parity. They are at parity as aircraft mechanics, as also seen in the analysis of the airline industry (Section 3.3.16).

6. Among the non-transport operatives, Asians are mostly laundry operators, sewers, and stitchers. And they are predominantly Chinese females. Asians are well below parity as operatives in fabricated metal products, paper products, and chemicals, in agreement with the analysis of these industries.

   Among the transport operatives, the census data show a low level of employment of Asians as truck drivers, taxicab drivers, and bus drivers, as seen in the transportation industry (Section 3.3.16).

7. Japanese males, comprising most of the Asian laborers, are near parity as freight, stock, and material handlers but are well below parity as construction laborers.

8. Japanese females comprise most of the Asian private household workers. From census data for the State as a whole, they are mostly middle-aged to elderly.[42]

9. And finally, the census data show that the Asians are clustered in the service worker ranks are mostly Chinese males, Filipino males, and Filipino females. Moreover, they are food and cleaning service workers (mostly cooks, busboys and dishwashers), rather than protective service workers (firefighters, police officers, and guards).

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[42] U.S. Bureau of the Census, Japanese, Chinese and Filipinos in the U.S., Washington, D.C.: U.S. GPO, 1973, p. 35.

And thus the specific ethnicity of the Asians affected by the disparities by occupation in the specific industries has been inferred from the census data.

3.5.2. Asian Income

Low occupational status translates to low income. The family income of Asians (Table 4) belies their true economic status as individuals because of the large number of earners per family (Table 5). About three out of five Asian families have two or more earners, compared with one out of two white families. (The data are for California, since data for the SMSA are not available.) A comparison of Asian male and Asian female income with white male income (Table 6) is more accurately indicative of their low occupational status.[43] Chinese and Filipino males in the Bay Area had 50% to 60% of the earnings of white males. Chinese females had about one-fourth and Filipino females about two-fifths of white male earnings. These ratios are as severely low as the earnings ratio for black males to white males, which was 0.60 in 1969, and only up from 0.57 in 1959.[44] At this rate, parity would be reached in 90 years. Only for the hypothetical case of black productivity characteristics applied to the white earnings formula[45] does the ratio become the highest - still 0.77 for 1969, however. Racial discrimination is asserted when the earnings ratio rela-

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[43] Income includes earnings, interest and dividend income, and self -employment income. It would be better to compare only earnings. However, the income of most individuals in the U.S. is predominantly earnings.

[44] J.G. Haworth, J. Gwartney and C. Haworth, "Earnings, Productivity and Changes in Employment Discrimination During the 1960's," American Economic Review, March 1975.

[45] The earnings formula of Haworth, et al, determines the contribution to total earnings of productivity characteristics such as age, veteran status, and educational attainment level.

Table 4 . Family Income of Asians and Whites, SF-O SMSA, 1970.

Race/ Ethnicity	Mean Family Income	Median Family Income	Proportion of Families Below Poverty Level
Chinese	$11,749	$10,593	10.6%
Filipino	$11,081	$10,122	9.1%
Japanese	$13,281	$12,045	5.4%
White	$14,068	$12,328	5.5%

Sources: Data for Asians from U.S. Bureau of the Census, Japanese, Chinese and Filipinos in the U.S., U.S. GPO Washington, D.C., 1973; data for whites from U.S. Department of Labor, Summary Manpower Indicators-San Francisco-Oakland SMSA, San Francisco: Manpower Administration, D.O.L., 1972. The census data for whites includes Spanish-Americans and thus the true white family income is higher than shown.

Table 5. Distribution by Number of Earners In Asian and White Families, California, 1970

Race/Ethnicity	Proportion of Families with: No Earner	One Earner	2+ Earners
Chinese	4%	35%	61%
Filipino	6	32	62
Japanese	4	38	58
White	9	41	50

Sources: U.S. Bureau of the Census, Japanese, Chinese and Filipinos in the U.S., Washington, D.C.: U.S. GPO, 1973 and U.S. Bureau of the Census, Detailed Characteristics, California, U.S. GPO, 1972, pp. 6-2,434 to 6-2,521.

Table 6. Ratio of Asian Male and Asian Female Income to White Male Income, SF-O SMSA, 1970.

Race/Ethnicity	Ratio of Asian Median Income to White Male Median Income	
	Male	Female
Chinese	0.55	0.27
Filipino	0.58	0.38
Japanese	0.81	0.39
White*	1.00 = $9,499	0.52**

* Since white data include Spanish-Americans, the ratios are even lower than shown.

**White female income relative to white male income.

Source: U.S. Bureau of the Census, Japanese, Chinese and Filipinos in the U.S., Washington, D.C.: U.S. GPO, 1973; U.S. Dept. of Labor, Summary Manpower Indicators - SF-O SMSA, San Francisco: Manpower Administration, D.O.L., 1972.

tive to white males is far from one, after correcting for productivity. Wong in his study of Japanese, Chinese, black, and white males in California similarly concludes that it is primarily the difference in the earnings function between Asians and whites, more than productivity differences, that is responsible for the earnings gap betweem them.[46] The earnings gap between blacks and whites did not narrow significantly during the 1960's The time trend of the gap between Asians and whites is not known.

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[46] Harold H. Wong, The Relative Economic Status of Chinese, Japanese, Black and White Men in California (Ph.D. thesis, University of California, Berkeley), Springfield, VA.: NTIS, 1974.

4. INTERPRETATION OF RESULTS AND COMPARISON WITH THEORY

The patterns of employment uncovered can be regarded in a Title VII action as prima facie evidence of discrimination against Asians, thus shifting the burden of proof to their employers. And while the patterns can stand alone as empirical evidence, we attempt here a comparison of the patterns with theory, in order to find clues for the origins and causes of the patterns. (Present theories of economic discrimination are reviewed in Appendix D.) From this comparison, we gain some insight into the problem and derive some of the recommendations for alleviating the patterns uncovered.

Pattern One is the absence of Asians from the managerial ranks of industries such as Food Products, Air Transportation, and Insurance. A corollary pattern is their absence from managerial ranks even when they are at or above parity as professionals and technicians, in industries such as Commercial Banks, Insurance, and Health Services. In dual labor market theory, even within the primary sector there is an upper tier and a lower tier of workers. What separates upper-tier workers from lower-tier workers is similar to what separates primary workers from secondary workers: room for individual initiative, decision-making capability, responsibilities not too well-defined, upward mobility, and high job security. Moreover, there is minimal mobility between tiers, as between primary and secondary sectors. Most Asian professionals and technicians, although primary sector workers, appear to be in the lower tier. Few are among the managers and supervisors in the upper tier. They are staff personnel rather than line managers and supervisors.

Managers are favored workers. Corporations perceive certain individuals as superior to others in traits such as leadership, aggressiveness, and other socialization skills. Thurow suggests that such individuals are nurtured and trained to carry out the business of corporations, which thus invest in these employees' development and protect them from other markets. The managerial jobs are desirable jobs which have long queues of qualified applicants. Many are qualified for the few jobs. The final selection is made on perceptions of those best qualified. Apparently, most employers perceive few Asians as best qualified to be managers. And as pointed out by Arrow, only those chosen can develop the experience, skills, and productivity characteristics required for the job, especially for these managerial jobs where much is learned only while on the job. Thus, few Asians can develop managerial skills, thereby reinforcing the prejudices of employers that Asians do not make good managers.

The cycle is completed when well-meaning parents, relatives, and friends see few Asian managers in the large corporations and inadvertently practice role discrimination by their choice of careers for their Asian children. Thus Asian males pursue such majors as engineering and accounting and Asian females pursue nursing, health technician, secretarial, and other clerical work - all in the primary sector, but lower-tier.

Asian children suffer role discrimination not only from their own parents and relatives, but also from "significant others" such as peers, teachers, job counselors, and the media. Asians see themselves, just as others see them, as most likely to succeed in the jobs that they stereotype. This partly explains the second pattern: the absence of Asians in the professional ranks of industries such as Newspapers, Air Transportation; Radio and Television Broadcasting; Advertising; Producers, Orchestras, and Entertainers; and Legal Services. (See Matrix Summary of Disparities, Table 1, pages 127 to 133.) That is, few Asians are journalists, airline pilots, radio and television broadcasters, artists, musicians, actors, and attorneys. Also note that most of these latter professionals have high monetary as well as non-monetary benefits. Thurow's queuing theory again applies: the queues are long and filled with many equally qualified applicants. In such a market, employers discriminate by following their perception of the "most qualified," the "best suited," and the "most likely to appeal to the most people" - all measures of selection which may not have any basis of fact.

Moreover, professionals such as attorneys and physicians are in labor markets protected through licensing procedures. Orthodox theory acknowledges such procedures for restricting membership as giving rise to protected labor markets and thus to monopolies that limit competition. And this in turn leads to discrimination. This is readily seen from the entry problem faced by Asian and other minority applicants to law schools and medical schools as well as by the licensing problems faced by Filipino, Korean, and other Asian attorneys and physicians who are recent immigrants. Similar licensing barriers are also faced by recent immigrant pharmacists and accountants.

Even such professionals as journalists, radio and television broadcasters, and actors work for employers who are only in a limited competition with other employers. In such protected markets, employers can dictate their preferences and discrimination can take place.

Pattern Three is below-parity employment of Asians as salespersons. This disparity is readily evident in the Wholesale Trade of Motor Vehicles, Metals, Electrical Goods, Machinery, Drugs, Groceries, and Chemicals. (Again see the matrix summary in Table 1.) This pattern is similar to that of Asians below parity as managers. In the wholesale trade industry, the main ranks of workers are the managers and salespersons: they are the favored workers, the workers who most directly determine the profitability of the enterprise. Those perceived to be "out-going" and "aggressive" are chosen. And in the Wholesale

Trade industries, few Asians are employed as salespersons; instead, the Asian males are blue-collar workers (handlers, sorters, wrappers), and the Asian females are clerical workers.

The pattern in wholesale trade also is seen in retail trade, except for the Asian males in Grocery Stores and Eating and Drinking Places. Asians are below parity as salespersons in Lumber and Other Building Materials, Family Clothing Stores, and Furniture and Home Furnishing Stores, where, perhaps, employers require more "salesmanship" from their salespersons. Also, theose who are not different, who easily "fit in," and who appear to be non-threatening, are preferred. And so, here again, perceptions of those who are best qualified can explain the pattern. And as before, these perceptions can lead to discrimination.

Orthodox theory offers discriminatory tastes of consumers as a possible cause of discrimination against certain groups. In this theory, such consumers would pay a premium for this taste if the employer ends up paying higher wages to favored groups and passing on the cost to the consumer. It is unlikely that consumers would pay such a premium too long. It is more likely that employers choose salespersons who they perceive to be more favorable to consumers.

Pattern Four is the employment of Asian females only as clerical workers; they are below parity in all other occupations. The pattern, from the matrix summary (Table 1), is readily evident in industries such as Food Products, Printing and Publishing, Machinery, Railroad Transportation, Water Transportation, Air Transportation, Wholesale Trade, Security Brokers and Dealers, Legal Services, Engineering and Architectural Services, and Accounting, Auditing, and Bookkeeping Services. Several theories can explain the pattern. Dual labor market theory would suggest that the Asian females in these clerical ranks are primary sector workers who are in the lower tier, where mobility to the upper tier is as unlikely as mobility between the secondary sector and the primary sector. These clerks apparently have no career paths to the professional and managerial ranks, or even to the sales ranks in industries such as Wholesale Trade, Air Transportation, and Security Brokers and Dealers. Moreover, Bergmann's crowding hypothesis would suggest that the concentration of Asian females (and other minority females) in the clerical ranks artificially raises the size of the labor supply for these ranks, thus lowering wages.

Also, while difficult to uncover, some employers also make discrimination profitable by paying lower wages to jobs held by discriminatees. Or, discriminatees are paid at a level not commensurate with duties and responsibilities given to them, so that here again, the employer makes a profit.

Boulding's role discrimination model would explain the clustering into clerical jobs as due to Asian females themselves, as well as due to employers who perceive them as efficient, reliable, and best suited for these jobs. And as Janice Madden points out, if the majority of employers exercise such race and sex stereotyping, they become monopsonistic employers facing minimal competition from each other, thus limiting the job opportunities of these females. And for these females, investments in education and other human capital (a solution posed by orthodox theory) would be irrelevant. This, of course, is the experience of many clerical workers, Asian females and other females alike, who have invested in a college education, only to be employed later as clerks.

Pattern Five is the absence of Asians in the main ranks of blue-collar workers in many industries in the Bay Area. These ranks consist of craftspersons, operatives, and laborers in Construction, Food Products, Printing and Publishing, Chemicals, Petroleum, Metals, Metal Products, Machinery, Trucking and

Warehousing, and Wholesale Trade (except for Asian males in handling and sorting occupations in Durable Goods). Note the pervasiveness of the pattern from the matrix summary (Table 1), with exceptions only in industries such as Apparel Products (the garment industry), for Asian males in Air Transportation and Paper Products, and for Asian females in Electronic Components, Department Stores, and Banks. Orthodox theory readily attributes to labor supply monopolies by unions the control of the flow of labor in the blue-collar ranks in Construction, Printing and Publishing, and Trucking and Warehousing. Apprenticeship programs in such industries also present formidable paths to entry into the journeyman ranks.

The absence of Asians from the blue-collar ranks in industries such as Food Products, Chemicals, Petroleum, Metals, Metal Products, and Machinery is more puzzling. Here, the unions do not exert a strong influence on the flow of labor. Workers become union members only after employment. Most are non-regulated industries where employers can be strongly motivated to maximize profits. The large supply of Asian workers can make wages competitive. The jobs are not so specialized and the skills required not so high that employers must choose workers they perceive as worthy of their investments in job training and experience. Such investments can motivate employers in high technology enterprises to prefer certain groups of workers, as suggested by the neoinstitutionalists. A possible explanation here is the statistical or search model in orthodox theory wherein employers unfamiliar with minority group workers transfer the cost of their uncertainty to those workers by not hiring them. Instead, they recruit and hire only those with whom they are familiar, using race as a predictor of job performance. Also, the supervisors in the blue-collar ranks can discriminate if motivated primarily by the power to control jobs. Openings for jobs are not widely disseminated, but instead are passed on by word of mouth to relatives and friends. Excluded from the recruitment are those regarded as different in appearance, value systems, and life styles.

And finally, the absence of Asians from the blue-collar ranks discussed can explain their clustering in the low-paying and low-status service worker ranks of industries such as Eating and Drinking Places, Hotels and Other Lodging Places, and Services to Buildings. This is Pattern Six, the last pattern. Asian females also have a high level of employment as food and cleaning service workers in industries such as Hospitals, Nursing Facilities, and Residential Care. The theories discussed earlier for the clustering of Asian females in the clerical ranks also apply to the clustering of both Asian males and females in the food and cleaning service workers ranks. As suggested by dual labor market theory, they are trapped in the low-status and low-paying secondary sector wherein workers cannot compete with those in the primary sector. And there is virtually no upward mobility from the secondary sector. Their crowding in these ranks artificially raises the labor supply for these jobs, thus also lowering wages. Employers view Asians in these ranks as a reliable and dependable labor supply, perhaps even preferring them to other workers. Asians in these ranks are thus also victimized by role stereotyping: Chinese as waiters and cooks, and Filipinos as busboys, bellboys, janitors and hospital attendants. And thus the last two patterns are associated: Asian blue-collar workers are employed as service workers and not as laborers, operatives, and craftspersons, the main ranks of workers in many private industries in the Bay Area.

Radical theory would argue that the Asians clustered in the clerical and service worker ranks, and even those employed as professionals and technicians but not as managers, are victims of exploitation by capitalist employers. Minorities and white workers alike are victimized, according to this theory. The partitions in the labor market are viewed as segmentations consciously caused by employers to keep each of the groups powerless. The variety of the patterns uncovered over the wide and diverse type of industries analyzed, however, argue against radical theory, which would require an extensive organizational effort among the employers to maintain such worker exploitation on a conscious level.

As viewed by Thurow, discrimination can be much more institutional than overt. Whites as a group can discriminate against nonwhites by means of their control of institutions such as education, government, business, and other aspects of socio-economic life. Thus, a laissez faire policy waiting for ostensibly free market forces and competition to correct such imperfections as discrimination (as proposed in orthodox theory), is not likely to succeed. Also, civil rights laws notwithstanding, discrimination can continue through inadequate budgeting and staffing of enforcement agencies, and through a less than enthusiastic enforcement of the laws.

The labor market reflects the complexity of modern industrial society. In such a complex model, Marshall proposes a bargaining model as a framework for change, wherein employers, workers, consumers, minority communities, civil rights advocates, and government - the so-called economic agents - must first be made aware of each of their roles, their motives, and the strengths and weaknesses that they each have. Also, the power relationships between them must be understood and rules developed regarding employment practices. Changes can proceed as the actors develop their respective bargaining strengths, and as they bring them to the bargaining table. Implicit in this model is the basic powerlessness of certain groups, such as some minorities, who do not develop bargaining strengths comparable to those of employers, unions, government agencies, and even consumers.

The model is pragmatic in that it leads to solutions determined usually by those with bargaining strengths. Asians, in particular, in areas where their population is smaller than the black and Hispanic populations, are unlikely to develop such strengths. This is not the case in the San Francisco Bay Area, where their population is comparable to that of blacks and Hispanics. Here, the bargaining model would suggest that Asians be cognizant of institutions; that they develop their strengths as workers, as communities, as consumers, and as advocates; that they work with other communities and the appropriate government agencies; and that they work with employers in combatting discrimination. The employment patterns uncovered in the study is groundwork for such an effort.

5. RECOMMENDATIONS

The results of the study suggest that a laissez faire policy, such as in orthodox theory, that waits for the labor market to self-correct its discriminatory patterns is not likely to succeed. Monopolies, such as labor unions and the institutions controlled by physicians and attorneys, appear to effectively exclude Asians. Employer perceptions of who is the best qualified, or who can best fit in with on-going policies can be the critical determinant in the selection process for managers and salespersons. Role and sex discrimination can severely limit job offers to both Asian males and females. Asians themselves pursue stereotype careers, perhaps partly because of poor information about the job market and partly as a near-term defense against current and past discrimination. Meanwhile, they forego long-term goals of meaningful careers.

The clustering of Asian females in the clerical ranks, and of both Asian males and females in the food and cleaning service worker ranks, is strongly suggestive of dual labor markets with upper and lower tiers in each sector. The clerks are in the lower tier of the primary sector, while the service workers are in the lower-tier of the secondary sector. Mobility from the secondary sector to the primary sector is as severely limited, as is mobility from the lower tier to the upper tier within each sector. Transfer and promotion practices of employers are suspect.

Marshall's bargaining model calls for an identification of all parties concerned (the economic players), an understanding of their roles and power relationships, and bargaining among them to implement change. The employers in each industry, the unions, the Asian employees, civil rights groups, the EEOC and the local deferral agencies, the Office of Federal Contract

Compliance (OFCCP), and finally, the general public as consumers, comprise the economic players involved. And as shown here, parents and "significant others," social institutions such as the schools and colleges, and the media also are involved.

In light of the specific findings of the study, the following recommendations are made:

1. The matrix summary (Table 1) shows the pervasiveness of the pattern of Asians below parity in the managerial ranks of most of the private industries in the Bay Area. The pattern appears even in industries where Asians are at or above parity as professionals and technicians, the ranks presumed to contain qualified individuals. As discussed in the analysis of the discriminatory patterns using present economic discrimination theories, perceptions by employers of who are best qualified probably determine most selections. And for managers and supervisors, for whom qualifications and job requirements are the most difficult to articulate, such perceptions can be all-important.

   The absence of Asians from the managerial ranks suggests that advancement and promotion practices of employers be examined. Affirmative action plans can be scrutinized for such practices. Asian professionals should be made aware of this class pattern and should be encouraged to seek relief by (a) questioning promotion practices, (b) pursuing advancement to the managerial ranks, and (c) initiating discrimination law suits where appropriate. The evidence presented in the study can be used by the EEOC to pursue relief on behalf of large classes of Asians. The data in Appendix A shows the industries where the disparities are most severe.

2. The study shows Asian males above parity in the professional and technician ranks (as engineers, chemists, draftsmen, etc.) in industries such as:

   Heavy Construction
   Chemical Products
   Fabricated Structural Metal Products
   Machinery
   Electric and Electronic Equipment
   Computer and Data Processing Service
   Engineering and Architectural Services

   By contrast, however, they are below parity as professionals in industries such as:

   Newspapers
   Radio and Television Broadcasting
   Advertising
   Air Transportation
   Hospitals
   Legal Services
   Insurance Carriers

   Asian females are above parity as professionals in Drugs (manufacturing), Commercial Banks, Life and Health Insurance, and Health Services, but are below parity in most of the other industries (see matrix summary, Table 1).

   Career stereotyping can be responsible for the concentration of Asian males in the ranks of engineers, chemists, and draftsmen, and of Asian females in the ranks of nurses and health technicians. They are workers apparently in high demand who later face restricted mobility into the managerial ranks.

   The disparity in the scarcity of Asians as attorneys and physicians can be due to those labor markets being protected by admissions policies and practices in the respective professional schools, and also by biased licensing procedures. Admissions programs should assess disparities in the per capita number of Asian attorneys and physicians serving their population. The qualification tests should be examined for racial bias. The State of California should probe licensing procedures for discriminatory effects on Asians and other minorities.

3. Few Asians are in the main ranks of salespersons in the Wholesale Trade industry: Motor Vehicles, Metals, Electrical Goods, Machinery, Drugs, Groceries, and Chemicals. How are such workers chosen? Again, affirmative action plans of employers should be examined and monitored for hiring and promotion practices for salespersons. And here too, the large class of adversely affected Asians suggests that Title VII compliance action be initiated by either the public or private sector.

4. Role and sex discrimination against Asian females can account for the pattern wherein they are employed predominantly only as clerical workers in industries such as:

   Food Products
   Printing and Publishing
   Machinery
   Railroad Transportation
   Wholesale Trade
   Security Brokers and Dealers
   Legal Services
   Engineering and Architectural Services
   Accounting, Auditing and Bookkeeping Services

They are also clustered in the Banking and Insurance Carrier industries. Employers discriminate against Asian females by perceiving them as best suited for clerical work, independent of educational credentials that they bring to the labor market. The previous work experience of many as clerks can work to their disadvantage when used by employers to reinforce their role perceptions of Asian females. Models in American occupational stratification theory find the first job to be as strongly predictive of eventual occupational status as educational attainment level, for example. This can be expected from the critical skill development, work experience, employer and peer expectations, and career tracking that all begin with early or first careers.

A review of the applicant files and hiring procedures of employers can assess the extent to which Asian female applicants are screened out of jobs other than clerical. A comparison of applicant qualifications can be made. Also, the review may reveal a tendency for Asian females to apply primarily for clerical jobs, as can be caused by poor role modelling, low aspirations, and previous experience with discrimination.

For the Asian females clustered in the clerical ranks, upward mobility, or lateral mobility leading to upward mobility, is a vital concern. Employer advancement and promotion practices should be examined. Affirmative action programs containing management training for Asian females should be assessed. How effective are these programs? Retraining and/or a career change also should be pursued by those willing to pursue change by combatting discrimination. Changing employer perceptions as well as Asian females' own perceptions of themselves pose major challenges.

The pervasive pattern of job segregation of Asian females presents many prima facie cases of discrimination in the industries cited above. Title VII compliance in both hiring and promotion can be pursued on behalf of large classes of Asian females by the EEOC and/or by private parties filing discrimination charges.

Sex role stereotyping by Asian families themselves also should be scrutinized for the ways career choices are made for and by Asian females. Asian families should be wary of career tracking imposed by teachers, and by school and college counselors. Asians should also be wary of the influence even of well-meaning relatives, friends, and peers.

5. The scarcity of Asians in the main blue-collar ranks of craftspersons, operatives, and laborers in industries such as Construction, Printing and Publishing, and Trucking and Warehousing suggests another look at entry processes into the unions in the respective industries. Asians historically have had a low membership in construction and industrial unions in the Bay Area, a disparity dating back to the birth of organized labor here during the turn of the century.[47] The long and involved apprenticeship process of announcements, written examinations, oral interviews,

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[47] Ira B. Cross, A History of the Labor Movement in California, Berkeley: University of California Press, 1935.

waiting lists, classes while training on-the-job, and the job referrals themselves should be examined. The attrition rate for Asians at each step from apprentice to journeyman should be compared with whites as well as with other minorities. The various joint labor-management apprenticeship committees, the State's apprenticeship committees, the State's apprenticeship certification program, and the several minority apprenticeship opportunity programs would have access to data required for such a review.

There should be an outreach program to funnel Asians into the apprenticeship programs. They can be recruited from: the high schools, such as those in San Francisco, Daly City, Oakland, Berkeley, and Emeryville; the community colleges, especially San Francisco, Peralta, and San Mateo; the various CETA programs for Asian populations in the Bay Area; and the four-year colleges and universities, such as San Francisco State University, California State University at Hayward, and U.C. Berkeley. The outreach program also should assess and monitor the processes from application to acceptance in the apprenticeship programs.

The hometown plans for Federal and Federally-assisted construction contracts in each county of the Bay Area should (a) break out goals for Asians and the other minorities separately and (b) set goals based on the proportion of Asians (and other minorities) in the total population. Setting goals for "minorities" as a single group has deprived Asians of their share in the manpower utilization in construction projects. Goals should not fall short of population parity and should be the same for all trades. Separate goals by race also should be set for the utilization of minority apprentices in their first year. And most of all, failure to comply with the plan should be pursued with sanctions and penalties, such as cited in Section 209 of Executive Order 11246 but seldom implemented; recommend to the EEOC that proceedings under Title VII be instituted; cancel, terminate, or suspend contracts; and prevent entry into future contracts. Where possible, minority contractor associations and minority community agencies should participate in the setting of goals and in their monitoring. As paid consultants, they can help alleviate OFCCP staffing problems.

Dollar set-asides for minority contractors also insures equitable minority participation. Again, however, the set-aside for each minority population should be separately specified. Presumably, minority contractors will bring with them minority employees.

Nonconstruction contractors with 50 or more employees and Federal contracts of $50,000 or more are required to submit affirmative action plans. Minority utilization and goal setting again should be separate for each race. Here too, noncompliers should be penalized. And as previously suggested, the Federal government should contract with minority consulting groups to assist the contractor and to help review and monitor compliance - again also alleviating the Federal staffing bottleneck.

6. Hiring practices for blue-collar workers - laborers, operatives, and craftspersons - should be examined in industries such as Food Products, Paper Products, Chemicals, Petroleum, Glass, Metals, Metal Products, Machinery, and Electrical and Electronic Equipment. Union referal activity for these workers is minimal since workers are hired directly by employers. The

study shows that the level of employment of Asians in these ranks is disparately low. Possible participants in the hiring process are public and private employment agencies, the personnel department of the employer, and the managers and supervisors in the blue-collar ranks.

Since they are devoid of a profit motive, to what extent can prejudice by these participants explain the discriminatory exclusion of Asians? How much are employers willing to pay to hire Asian workers for these jobs? If not located in the central cities, do employers extend their search to the central cities? Do Asians have access to information on job openings in these industries? How are their qualifications perceived by employers and others who participate in the hiring decision? Are there traineeships analogous to apprenticeships? How do Asians themselves view the labor market for these blue-collar ranks of laborers, operatives, and craftspersons? Do they themselves perceive restricted entry into these ranks? We have no answers to these questions.

Employers can review their information dissemination, their applicant files, and their hiring decisions. Those with Federal contracts should review their affirmative action plans for the present utilization and hiring goals. The contract compliance agencies in the respective industries can target for equitable employment of Asians in these blue-collar ranks of laborers, operatives, and craftspersons.

7. Asians are found to be clustered in the ranks of food and cleaning service workers in restaurants, hotels, hospitals, and other health care facilities. What is the extent of underemployment for those in these ranks

How many qualify for blue-collar jobs in the industries where Asians are below parity? How many have been informed of and have applied for these jobs? To what extent are Asian professionals, especially those who are recent immigrants, limited to employment only in the service worker ranks?

Finally, we recommend that:

1. Information based on this study should be disseminated to (a) Asian community organizations, trade groups, employers, to sensitize them to the patterns uncovered and the possible causes; and (c) government agencies charged with enforcing equal employment opportunity laws.

2. The EEOC, by means of technical assistance and funding, should support employment advocacy by several Asian community organizations in the Bay Area. Presently, due to funding constraints, these organizations offer limited services to victims of discrimination. Commission support would provide relief to many charging parties filing discrimination charges who turn to these organizations for assistance. Commission sponsorship can be pursued through the Volunteer Programs Division of the Office of Compliance.

   The EEOC should sponsor an Asian American legal defense program aimed at providing legal services to Asian charging parties in the Bay Area.

3. The EEOC should convene a task force to target for Title VII compliance on behalf of the large classes of Asians in the Bay Area affected by the discriminatory patterns, using the results of this study as supporting data and groundwork.

4. The EEOC should use the methodology developed in this study to design a compliance monitoring system. Given as inputs the race and sex of the charging employees, the industry, or the respondent employer, the relevant labor market area, and previously determined parity standards, the system would assess the state of compliance (or non-compliance) of the industry or employer. This would also aid deferral agencies such as state FEP's, as well as OFCCP contract compliance efforts.

5. The methodology developed here should be applied to two other areas where Asians are concentrated: the New York SMSA and the Los Angeles-Long Beach SMSA. A study of the discriminatory patterns against Asians in these two other areas would be cost-effective since nearly one-half of the Asian population in the mainland United States is found in only three metropolitan areas: San Francisco, Los Angeles, and New York.

6. Finally, the effect on the personality and mental health of Chinese, Filipinos, Japanese, Koreans, and other Southeast Asians who are victimized by racism in employment should be investigated. What coping styles and defensive behavior are developed in response to discrimination? What do these portend for Asian American men, women, and their children as racial minorities in U.S. society? What is the future for these Americans?

APPENDIX A. RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION, AND INDUSTRY IN 1975

The results of calculations for the statistically significant disparities in Asian employment are shown here. The table lists their deficit number (or surplus number), by sex, and by occupation in industry. Parity employment was 4.2% for Asian males and 3.3% for Asian females in the San Francisco-Oakland SMSA in 1975. The calculations are based on EEO-1 data reported by employers in 1975.

The table headings denote:

SIC -the standard industrial classification code of the industry.
INDUSTRY -the name of the industry.
NO. OF EMP -the number of employers comprising the EEO-1 data for the industry.
OCC -occupation.
  TOTL -all occupations combined
  MGER -officials and managers
  PROF -professional
  TECH -technician
  SALE -salesperson
  CLER -office and clerical worker
  CRAF -craftsperson
  OPER -operative
  LABR -laborer
  SERV -service worker
SX -the sex of the employee.
ALL RACES -the total number of employees (of all races).
ASIAN -the number of Asians employed.

PERCENT ASIAN	-the number of Asian males (or females) employed as a percentage of the total number of all races and both sexes employed.
ASIAN DEFICIT (-) OR SURPLUS (+)	-the number of Asians employed less the number expected from parity.
LEVEL OF CONFIDENCE	-the statistical level of confidence for the Asian deficit (or surplus) number. (See Section 2.3.)

The results are presented sequentially by SIC code of industry.

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

		EMPLOYMENT IN 1975						ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
SIC	INDUSTRY	NO. OF IMP	OCC	SX	ALL RACES	ASIAN	PERCENT ASIAN		
	15--GENERAL BUILDING CONTRACTORS								
152	RESIDENTIAL BUILDING CONSTR.	15	TOTL	M	1689	15	.8	-65	99.9
			TOTL	F	219	6	.3	-57	99.9
			MGER	M	215	0	0.	-9	99.9
			MGER	F	9	0	0.	-7	99.9
			PROF	M	77	2	2.5	-1	66.1
			PROF	F	4	0	0.	-3	93.1
			CLER	M	43	3	1.4	-6	97.5
			CLER	F	166	6	2.9	-1	53.5
			CRAF	M	653	5	.8	-22	99.9
			CRAF	F	0	0	0.	-22	99.9
			OPER	M	373	4	1.1	-12	99.9
			OPER	F	2	0	0.	-12	99.9
			LABR	M	263	0	0.	-11	99.9
			LABR	F	6	0	0.	-9	99.9
154	NONRESIDENTIAL BUILDING CONSTR.	6	TOTL	M	835	10	1.1	-28	99.9
			TOTL	F	63	2	.2	-28	99.9
			MGER	M	66	0	0.	-3	94.3
			MGER	F	2	0	0.	-2	89.4
			CLER	M	15	0	0.	-3	94.9
			CLER	F	56	1	1.4	-1	67.9
			CRAF	M	328	7	2.1	-7	96.4
			CRAF	F	0	0	0.	-11	99.9
			LABR	M	317	1	.3	-12	99.9
			LABR	F	0	0	0.	-10	99.9

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
16--HEAVY CONSTRUCTION CONTRACTORS									
161	HIGHWAY AND STREET CONSTRUCTION	3	TOTL	M	400	4	1.0	-14	99.9
			TOTL	F	21	0	0.	-14	99.9
			MGER	M	65	0	0.	-3	94.3
			MGER	F	3	0	0.	-2	89.4
			CRAF	M	70	0	0.	-3	94.7
			CRAF	F	0	0	0.	-2	90.1
			OPER	M	145	0	0.	-6	99.8
			OPER	F	0	0	0.	-5	99.2
			LABR	M	70	0	0.	-3	94.7
			LABR	F	0	0	0.	-2	90.1
162	HEAVY CONSTRUCTION EXCEPT HIGHWAY	13	TOTL	M	2477	198	6.7	74	99.9
			TOTL	F	471	17	.6	-80	99.9
			MGER	M	321	7	2.1	-7	96.6
			MGER	F	9	0	0.	-11	99.9
			PROF	M	1084	149	13.4	102	99.9
			PROF	F	27	3	.3	-34	99.9
			TECH	M	198	24	11.1	15	99.9
			TECH	F	19	3	1.4	-4	92.6
			CLER	M	126	8	1.5	-15	99.8
			CLER	F	413	11	2.0	-7	89.8
			CRAF	M	225	3	1.3	-6	98.5
			CRAF	F	0	0	0.	-7	99.9
			OPER	M	378	5	1.3	-11	99.9
			OPER	F	1	0	0.	-13	99.9

TABLE A. RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			LABR	M	143	2	1.4	-4	94.0
			LABR	F	1	0	0.	-5	99.1
17--SPECIAL TRADE CONTRACTORS									
171	PLUMBING, HEATING, AIR CONDITIONING	5	TOTL	M	574	13	2.1	-13	99.1
			TOTL	F	47	2	.3	-18	99.9
			CRAF	M	431	7	1.6	-11	99.7
			CRAF	F	0	0	0.	-14	99.9
172	PAINTING, PAPER HANGING, DECOR.	3	TOTL	M	285	2	.6	-11	99.9
			TOTL	F	28	2	.6	-8	99.8
			PROF	M	51	0	0.	-2	90.1
			PROF	F	4	0	0.	-2	83.7
			CRAF	M	198	2	1.0	-6	99.0
			CRAF	F	2	1	.5	-6	99.0
173	ELECTRICAL WORK	6	TOTL	M	493	10	1.8	-14	99.6
			TOTL	F	67	3	.5	-15	99.9
			TECH	M	48	4	8.2	2	94.6
			TECH	F	1	0	0.	-2	80.7
			CRAF	M	261	2	.8	-9	99.9
			CRAF	F	0	0	0.	-9	99.9
179	MISC. SPECIAL TRADE CONTRACTORS	6	TOTL	M	530	19	3.2	-6	77.6
			TOTL	F	64	3	.5	-17	99.9
			TECH	M	61	11	17.7	8	99.9
			TECH	F	1	0	0.	-2	87.1

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PER-CENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFI-DENCE
			CLER	M	9	0	0.	-2	90.5
			CLER	F	47	3	5.4	1	88.3
			CRAF	M	299	2	.7	-11	99.9
			CRAF	F	0	0	0.	-10	99.9
20--FOOD AND KINDRED PRODUCTS									
201	MEAT PRODUCTS	7	TOTL	M	607	11	1.2	-27	99.9
			TOTL	F	308	15	1.6	-15	99.5
			SALE	M	101	0	0.	-4	98.7
			SALE	F	3	0	0.	-3	96.8
			CRAF	M	102	3	2.5	-2	73.5
			CRAF	F	17	0	0.	-4	98.0
			OPER	M	171	1	.3	-12	99.9
			OPER	F	141	6	1.9	-4	88.7
			LABR	M	106	3	1.5	-5	96.4
			LABR	F	90	7	3.6	1	67.7
202	DAIRY PRODUCTS	7	TOTL	M	1361	31	1.7	-47	99.9
			TOTL	F	494	33	1.8	-28	99.9
			MGER	M	273	3	1.0	-10	99.9
			MGER	F	31	1	.3	-9	99.9
			SALE	M	133	3	2.1	-3	85.7
			SALE	F	12	1	.7	-4	95.2
			CLER	M	78	6	1.5	-10	99.7
			CLER	F	314	23	5.9	10	99.6
			CRAF	M	210	3	1.4	-6	97.9
			CRAF	F	5	0	0.	-7	99.9

TABLE A. RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			OPER	M	434	6	1.3	-14	99.9
			OPER	F	41	0	0.	-16	99.9
203	PRESERVED FRUITS AND VEGETABLES	16	TOTL	M	2923	80	1.7	-119	99.9
			TOTL	F	1825	128	2.7	-29	98.0
			MGER	M	725	13	1.6	-21	99.9
			MGER	F	89	3	.4	-24	99.9
			PROF	M	414	26	4.7	3	42.4
			PROF	F	142	6	1.1	-12	99.7
			TECH	M	49	1	1.2	-2	85.8
			TECH	F	33	0	0.	-3	93.3
			CLER	M	129	12	1.3	-28	99.9
			CLER	F	829	68	7.1	36	99.9
			CRAF	M	562	7	1.3	-16	99.9
			CRAF	F	44	2	.4	-16	99.9
			OPER	M	630	12	1.6	-19	99.9
			OPER	F	117	3	.4	-22	99.9
			LABR	M	382	7	.7	-32	99.9
			LABR	F	553	46	4.9	15	99.4
			SERV	M	59	2	2.7	-1	59.1
			SERV	F	14	0	0.	-2	91.0
204	GRAIN MILL PRODUCTS	7	TOTL	M	864	9	.7	-43	99.9
			TOTL	F	365	6	.5	-35	99.9
			MGER	M	117	1	.8	-4	96.2
			MGER	F	4	0	0.	-4	98.2

TABLE A. RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975			ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
					ALL RACES	ASIAN	PERCENT ASIAN		
			CLER	M	22	0	0.	-3	96.7
			CLER	F	59	1	1.2	-2	74.6
			CRAF	M	177	0	0.	-7	99.9
			CRAF	F	0	0	0.	-6	99.7
			OPER	M	315	2	.5	-15	99.9
			OPER	F	100	1	.2	-13	99.9
			LABR	M	161	1	.3	-14	99.9
			LABR	F	187	3	.9	-8	99.7
205	BAKERY PRODUCTS	13	TOTL	M	3551	39	.9	-149	99.9
			TOTL	F	920	29	.6	-119	99.9
			MGER	M	229	4	1.5	-7	98.5
			MGER	F	34	0	0.	-9	99.9
			SALE	M	1170	5	.4	-50	99.9
			SALE	F	150	3	.2	-41	99.9
			CLER	M	129	4	1.4	-8	99.4
			CLER	F	166	14	4.7	4	93.0
			CRAF	M	532	10	1.7	-14	98.7
			CRAF	F	50	1	.2	-18	99.9
			OPER	M	1164	12	.9	-44	99.9
			OPER	F	163	1	.1	-43	99.9
			LABR	M	107	1	.2	-17	99.9
			LABR	F	328	8	1.8	-6	94.8
			SERV	M	189	1	.5	-8	99.8
			SERV	F	19	0	0.	-7	99.9
206	SUGAR AND CONFECTIONERY	8	TOTL	M	1980	107	3.7	-13	77.5
			TOTL	F	877	28	1.0	-66	99.9

TABLE A. RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975			ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
					ALL RACES	ASIAN	PERCENT ASIAN		
			MGER	M	244	3	1.1	-8	99.6
			MGER	F	22	1	.4	-8	99.8
			PROF	M	117	3	2.3	-3	80.3
			PROF	F	15	1	.8	-3	93.1
			SALE	M	39	2	.6	-12	99.9
			SALE	F	303	6	1.8	-5	93.2
			CLER	M	44	1	.5	-7	99.7
			CLER	F	147	10	5.2	4	94.4
			CRAF	M	435	18	3.9	-1	55.2
			CRAF	F	23	4	.9	-11	99.9
			OPER	M	690	36	4.4	2	22.0
			OPER	F	129	3	.4	-24	99.9
			LABR	M	303	31	6.3	10	98.6
			LABR	F	193	2	.4	-14	99.9
			SERV	M	68	9	11.8	6	99.8
			SERV	F	8	0	0.	-3	91.9
207	FATS AND OILS	6	TOTL	M	563	25	3.2	-8	83.0
			TOTL	F	215	4	.5	-22	99.9
			MGER	M	153	3	1.8	-4	91.0
			MGER	F	10	0	0.	-5	99.5
			CRAF	M	53	0	0.	-2	90.1
			CRAF	F	2	0	0.	-2	83.7
			OPER	M	160	3	1.5	-5	96.2
			OPER	F	34	0	0.	-6	99.8
			LABR	M	54	1	1.0	-3	91.9
			LABR	F	45	0	0.	-3	96.2

TABLE A. RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PER-CENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFI-DENCE
			SERV	M	26	13	38.2	12	99.9
			SERV	F	8	1	2.9	-0	31.0
208	BEVERAGES	17	TOTL	M	2237	66	2.2	-59	99.9
			TOTL	F	739	38	1.3	-60	99.9
			MGER	M	365	8	2.0	-9	98.4
			MGER	F	23	1	.3	-12	99.9
			PROF	M	57	7	8.2	3	97.0
			PROF	F	28	2	2.4	-1	53.2
			TECH	M	51	6	7.9	3	95.6
			TECH	F	25	6	7.9	3	98.6
			SALE	M	312	8	2.5	-5	91.2
			SALE	F	4	0	0.	-10	99.9
			CLER	M	63	6	1.7	-9	99.2
			CLER	F	294	21	5.9	9	99.5
			OPER	M	744	14	1.5	-24	99.9
			OPER	F	162	3	.3	-27	99.9
			LABR	M	478	12	1.8	-16	99.8
			LABR	F	181	2	.3	-20	99.9
209	MISC. FOODS AND KINDRED PRODUCTS	13	TOTL	M	1452	62	2.9	-28	99.7
			TOTL	F	693	34	1.6	-37	99.9
			MGER	M	307	7	2.1	-7	96.5
			MGER	F	22	0	0.	-11	99.9
			PROF	M	55	7	9.0	4	98.1
			PROF	F	23	4	5.1	1	88.1

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PER-CENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFI-DENCE
			SALE	M	86	0	0.	-4	97.8
			SALE	F	5	0	0.	-3	95.0
			CLER	M	59	4	1.1	-11	99.9
			CLER	F	301	23	6.4	11	99.9
			CRAF	M	232	3	1.2	-7	99.1
			CRAF	F	10	1	.4	-7	99.7
			OPER	M	387	7	1.5	-13	99.9
			OPER	F	88	2	.4	-14	99.9
			LABR	M	225	32	7.5	14	99.9
			LABR	F	200	2	.5	-12	99.9
23--APPAREL AND OTHER TEXTILE PRODUCTS									
232	MEN'S AND BOYS' FURNISHINGS	4	TOTL	M	1259	106	4.3	2	18.3
			TOTL	F	1210	306	12.4	225	99.9
			MGER	M	207	8	3.2	-2	70.8
			MGER	F	40	3	1.2	-5	96.2
			PROF	M	157	20	7.5	9	99.5
			PROF	F	108	5	1.9	-4	86.8
			TECH	M	26	10	28.6	9	99.9
			TECH	F	9	3	8.6	2	97.2
			SALE	M	617	7	1.1	-21	99.9
			SALE	F	38	0	0.	-22	99.9
			CLER	M	116	26	4.1	-1	11.2
			CLER	F	520	101	15.9	80	99.9
			CRAF	M	26	4	2.5	-3	81.2
			CRAF	F	137	61	37.4	56	99.9

TABLE A. RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

					EMPLOYMENT IN 1975				
SIC	INDUSTRY	NO. OF EMP	OCC	SX	ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			OPER	M	60	29	7.5	13	99.9
			OPER	F	326	131	33.9	118	99.9
			LABR	M	40	0	0.	-3	94.7
			LABR	F	30	1	1.4	-1	67.1
233	WOMEN'S AND MISSES OUTERWEAR	5	TOTL	M	364	53	4.1	-1	9.8
			TOTL	F	919	452	35.2	410	99.9
			SALE	M	82	0	0.	-4	98.4
			SALE	F	17	0	0.	-3	96.2
			CLER	M	25	4	2.8	-2	72.7
			CLER	F	120	24	16.6	19	99.9
			CRAF	M	57	23	32.4	20	99.9
			CRAF	F	14	3	4.2	1	79.1
			OPER	M	97	21	2.7	-11	95.9
			OPER	F	674	408	52.9	383	99.9
			LABR	M	20	0	0.	-3	95.1
			LABR	F	52	10	13.9	8	99.9
24--LUMBER AND WOOD PRODUCTS									
249	MISCELLANEOUS WOOD PRODUCTS	4	TOTL	M	215	2	.4	-17	99.9
			TOTL	F	238	3	.7	-12	99.9
			OPER	M	47	0	0.	-5	99.1
			OPER	F	66	2	1.8	-2	71.9
			LABR	M	55	1	.6	-6	99.4
			LABR	F	116	1	.6	-5	97.6

TABLE A. RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
	25--FURNITURE AND FIXTURES								
251	HOUSEHOLD FURNITURE	5	TOTL	M	737	86	8.1	41	99.9
			TOTL	F	327	20	1.9	-15	99.0
			MGER	M	77	2	2.4	-2	68.4
			MGER	F	7	0	0.	-3	93.7
			SALE	M	58	0	0.	-3	92.0
			SALE	F	2	0	0.	-2	86.2
			CLER	M	30	3	2.3	-3	79.9
			CLER	F	101	1	.8	-3	92.9
			CRAF	M	172	23	9.5	13	99.9
			CRAF	F	69	5	2.1	-3	80.4
			OPER	M	289	50	12.3	33	99.9
			OPER	F	116	13	3.2	-0	46.7
	26--PAPER AND ALLIED PRODUCTS								
262	PAPER MILLS, EXC. BUILD. PAPER	3	TOTL	M	167	2	1.1	-5	97.9
			TOTL	F	11	0	0.	-6	99.7
264	MISC. CONVERTED PAPER PRODUCTS	17	TOTL	M	3268	80	1.7	-115	99.9
			TOTL	F	1369	67	1.4	-86	99.9
			MGER	M	395	3	.7	-15	99.9
			MGER	F	26	0	0.	-14	99.9
			TECH	M	28	0	0.	-2	87.2
			TECH	F	20	3	6.3	1	92.7
			SALE	M	463	2	.4	-19	99.9
			SALE	F	31	1	.2	-15	99.9

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PER-CENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFI-DENCE
			CLER	M	140	6	1.1	-17	99.9
			CLER	F	418	17	3.0	-1	26.2
			CRAF	M	1028	31	2.9	-14	97.0
			CRAF	F	51	2	.2	-34	99.9
			OPER	M	798	19	1.3	-42	99.9
			OPER	F	663	33	2.3	-15	97.4
			LABR	M	321	16	3.5	-3	73.8
			LABR	F	141	9	1.9	-6	93.8
265	PAPERBOARD BOXES AND CONTAINERS	14	TOTL	M	1860	39	1.6	-65	99.9
			TOTL	F	609	36	1.5	-45	99.9
			MGER	M	473	1	.2	-21	99.9
			MGER	F	42	2	.4	-15	99.9
			PROF	M	174	5	2.2	-4	91.1
			PROF	F	52	4	1.8	-3	86.5
			TECH	M	62	7	8.6	4	97.7
			TECH	F	19	2	2.5	-1	50.0
			SALE	M	105	0	0.	-5	99.1
			SALE	F	8	0	0.	-4	97.6
			CLER	M	79	12	2.8	-6	91.9
			CLER	F	357	26	6.0	12	99.8
			CRAF	M	425	4	.9	-14	99.9
			CRAF	F	3	0	0.	-14	99.9
			OPER	M	358	6	1.5	-11	99.7
			OPER	F	38	0	0.	-13	99.9
			LABR	M	168	2	.8	-9	99.8
			LABR	F	87	2	.8	-6	99.0

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SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
27--PRINTING AND PUBLISHING									
271	NEWSPAPERS	14	TOTL	M	4344	128	2.3	-108	99.9
			TOTL	F	1282	50	.9	-136	99.9
			MGER	M	347	1	.3	-15	99.9
			MGER	F	37	0	0.	-13	99.9
			PROF	M	456	9	1.5	-16	99.9
			PROF	F	128	4	.7	-15	99.9
			TECH	M	78	3	3.1	-1	58.1
			TECH	F	19	0	0.	-3	95.9
			SALE	M	298	3	.6	-19	99.9
			SALE	F	225	7	1.3	-10	98.8
			CLER	M	274	20	2.2	-19	99.8
			CLER	F	654	36	3.9	5	67.7
			CRAF	M	1635	27	1.5	-48	99.9
			CRAF	F	154	2	.1	-57	99.9
			OPER	M	844	42	4.8	6	65.6
			OPER	F	23	0	0.	-29	99.9
			LABR	M	278	17	6.0	5	94.1
			LABR	F	5	1	.4	-8	99.9
			SERV	M	134	6	3.5	-1	57.7
			SERV	F	37	0	0.	-6	99.6
273	BOOKS	6	TOTL	M	309	11	1.7	-16	99.9
			TOTL	F	340	11	1.7	-10	97.8
			MGER	M	83	0	0.	-5	99.0
			MGER	F	27	1	.9	-3	87.7

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SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			PROF	M	97	5	2.6	-3	81.1
			PROF	F	94	1	.5	-5	98.7
			SALE	M	68	2	2.6	-1	63.6
			SALE	F	10	0	0.	-3	92.4
			CLER	M	35	2	.8	-8	99.7
			CLER	F	202	8	3.4	0	61.8
275	COMMERCIAL PRINTING	8	TOTL	M	1047	27	1.9	-34	99.9
			TOTL	F	440	28	1.9	-20	99.6
			MGER	M	111	1	.8	-4	96.0
			MGER	F	8	0	0.	-4	98.0
			SALE	M	102	1	.9	-4	95.3
			SALE	F	13	2	1.7	-2	73.0
			CLER	M	64	2	.8	-9	99.9
			CLER	F	201	10	3.8	1	73.6
			CRAF	M	470	14	2.5	-9	95.1
			CRAF	F	85	9	1.6	-9	97.3
			OPER	M	113	3	1.5	-5	97.0
			OPER	F	89	7	3.5	0	64.8
			LABR	M	62	0	0.	-4	98.2
			LABR	F	34	0	0.	-3	95.8
276	MANIFOLD BUSINESS FORMS	4	TOTL	M	639	17	2.0	-19	99.9
			TOTL	F	228	6	.7	-23	99.9
			MGER	M	124	1	.8	-4	97.3
			MGER	F	6	0	0.	-4	98.6

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SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			SALE	M	154	7	4.2	-0	40.3
			SALE	F	13	0	0.	-6	99.6
			CLER	M	28	1	.5	-7	99.7
			CLER	F	167	6	3.1	-0	46.3
			CRAF	M	109	1	.9	-4	95.3
			CRAF	F	6	0	0.	-4	97.8
			OPER	M	113	2	1.4	-4	93.6
			OPER	F	29	0	0.	-5	99.1
	28--CHEMICALS AND ALLIED PRODUCTS								
281	INDUSTRIAL INORGANIC CHEM.	21	TOTL	M	3764	139	3.1	-52	99.9
			TOTL	F	784	69	1.5	-81	99.9
			MGER	M	749	11	1.4	-22	99.9
			MGER	F	27	1	.1	-25	99.9
			PROF	M	584	52	8.0	25	99.9
			PROF	F	69	11	1.7	-11	97.9
			TECH	M	252	22	7.3	9	99.4
			TECH	F	49	6	2.0	-4	86.6
			SALE	M	82	1	1.2	-3	87.5
			SALE	F	4	0	0.	-3	94.1
			CLER	M	166	12	1.6	-19	99.9
			CLER	F	581	51	6.8	26	99.9
			CRAF	M	960	14	1.5	-27	99.9
			CRAF	F	5	0	0.	-32	99.9
			OPER	M	744	26	3.4	-6	74.3
			OPER	F	25	0	0.	-25	99.9

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SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	 ASIAN	 PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			LABR	M	196	1	.5	-8	99.9
			LABR	F	24	0	0.	-7	99.9
282	PLASTICS MATERIALS AND SYNTHETICS	5	TOTL	M	392	14	3.1	-5	85.8
			TOTL	F	64	2	.4	-13	99.9
			CRAF	M	129	5	3.8	-1	47.9
			CRAF	F	3	0	0.	-4	98.7
			OPER	M	100	3	3.0	-1	61.2
			OPER	F	1	0	0.	-3	96.4
283	DRUGS	6	TOTL	M	1019	46	2.7	-26	99.8
			TOTL	F	706	47	2.7	-10	81.9
			MGER	M	241	10	3.7	-1	58.0
			MGER	F	29	3	1.1	-6	97.7
			PROF	M	144	17	8.3	8	99.7
			PROF	F	60	21	10.3	14	99.9
			TECH	M	127	15	6.8	6	97.1
			TECH	F	95	9	4.1	2	79.6
			SALE	M	118	0	0.	-5	99.5
			SALE	F	6	0	0.	-4	98.3
			CLER	M	35	0	0.	-11	99.9
			CLER	F	232	5	1.9	-4	87.2
			CRAF	M	126	0	0.	-6	99.8
			CRAF	F	26	0	0.	-5	99.3
			OPER	M	124	1	.4	-10	99.9
			OPER	F	126	6	2.4	-2	71.6

TABLE A. RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975			ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
					ALL RACES	ASIAN	PERCENT ASIAN		
			LABR	M	79	2	1.0	-7	99.1
			LABR	F	126	3	1.5	-4	90.5
284	SOAP, CLEANERS, AND TOILET GOODS	7	TOTL	M	936	44	2.7	-24	98.1
			TOTL	F	685	66	4.1	13	91.8
			MGER	M	243	5	1.7	-7	98.0
			MGER	F	44	4	1.4	-5	95.9
			PROF	M	162	18	8.2	9	99.7
			PROF	F	57	8	3.7	1	69.9
			CLER	M	26	3	.7	-15	99.9
			CLER	F	397	20	4.7	6	95.3
			CRAF	M	101	1	1.0	-3	92.7
			CRAF	F	1	0	0.	-3	96.5
			OPER	M	145	2	1.0	-6	98.8
			OPER	F	49	0	0.	-6	99.8
			LABR	M	95	8	3.7	-1	57.0
			LABR	F	124	32	14.6	25	99.9
285	PAINTS AND ALLIED PRODUCTS	8	TOTL	M	705	13	1.5	-23	99.9
			TOTL	F	157	5	.6	-23	99.9
			MGER	M	92	0	0.	-4	98.3
			MGER	F	5	0	0.	-3	95.9
			TECH	M	31	3	9.1	2	95.2
			TECH	F	2	0	0.	-1	67.0
			SALE	M	72	0	0.	-3	95.7
			SALE	F	3	0	0.	-2	91.6

TABLE A. RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975			ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
					ALL RACES	ASIAN	PERCENT ASIAN		
			CLER	M	12	0	0.	-6	99.7
			CLER	F	125	5	3.6	0	69.9
			CRAF	M	105	4	3.8	-0	45.1
			CRAF	F	0	0	0.	-3	96.9
			OPER	M	282	3	1.0	-9	99.8
			OPER	F	10	0	0.	-10	99.9
287	AGRICULTURAL CHEMICALS	4	TOTL	M	396	20	4.4	1	65.6
			TOTL	F	54	9	2.0	-6	92.5
			PROF	M	89	11	11.5	7	99.9
			PROF	F	7	5	5.2	2	89.8
			TECH	M	53	4	5.9	1	83.9
			TECH	F	15	4	5.9	2	92.3
			CRAF	M	72	1	1.4	-2	80.4
			CRAF	F	0	0	0.	-2	90.7
			OPER	M	59	0	0.	-2	91.6
			OPER	F	0	0	0.	-2	85.7
289	MISCELLANEOUS CHEMICAL PRODUCTS	12	TOTL	M	745	37	4.0	-1	19.2
			TOTL	F	171	9	1.0	-21	99.9
			MGER	M	154	6	3.8	-1	50.8
			MGER	F	6	0	0.	-5	99.5
			PROF	M	48	6	11.8	4	99.4
			PROF	F	3	2	3.9	0	76.2
			SALE	M	146	3	1.9	-4	90.5
			SALE	F	15	1	.6	-4	95.9

TABLE A. RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			CRAF	M	79	1	1.2	-2	85.3
			CRAF	F	2	0	0.	-3	93.1
			OPER	M	189	8	4.1	-0	43.4
			OPER	F	6	0	0.	-6	99.8
29--PETROLEUM AND COAL PRODUCTS									
291	PETROLEUM REFINING	6	TOTL	M	7147	140	1.7	-209	99.9
			TOTL	F	1169	113	1.4	-161	99.9
			MGER	M	1137	0	0.	-49	99.9
			MGER	F	28	1	.1	-37	99.9
			PROF	M	1826	40	2.0	-43	99.9
			PROF	F	152	8	.4	-57	99.9
			TECH	M	459	25	4.8	3	48.5
			TECH	F	65	6	1.1	-11	99.4
			CLER	M	392	25	2.0	-28	99.9
			CLER	F	868	98	7.8	56	99.9
			CRAF	M	2205	10	.5	-83	99.9
			CRAF	F	1	0	0.	-73	99.9
			OPER	M	782	8	1.0	-26	99.9
			OPER	F	30	0	0.	-27	99.9
			LABR	M	156	2	1.2	-5	97.1
			LABR	F	11	0	0.	-6	99.6
			SERV	M	182	30	15.3	22	99.9
			SERV	F	14	0	0.	-6	99.8
295	PAVING AND ROOFING MATERIALS	5	TOTL	M	528	2	.3	-22	99.9
			TOTL	F	48	1	.2	-18	99.9

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	 ASIAN	 PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			MGER	M	71	1	1.4	-2	80.4
			MGER	F	1	0	0.	-2	90.7
			CLER	M	24	0	0.	-3	93.2
			CLER	F	40	1	1.6	-1	52.3
			CRAF	M	106	1	.9	-3	93.6
			CRAF	F	0	0	0.	-3	97.0
			OPER	M	159	0	0.	-7	99.9
			OPER	F	2	0	0.	-5	99.5
			LABR	M	102	0	0.	-4	98.7
			LABR	F	1	0	0.	-3	96.7
30--RUBBER AND MISC. PLASTICS PRODUCTS									
307	MISCELLANEOUS PLASTICS PRODUCTS	5	TOTL	M	319	14	2.9	-7	91.7
			TOTL	F	172	6	1.2	-10	99.6
			CRAF	M	94	4	4.0	-0	41.0
			CRAF	F	6	0	0.	-3	96.3
			LABR	M	91	3	2.0	-3	87.4
			LABR	F	59	1	.7	-4	95.8
32--STONE, CLAY, AND GLASS PRODUCTS									
322	GLASS AND GLASSWARE	4	TOTL	M	2038	73	2.2	-66	99.9
			TOTL	F	1274	24	.7	-85	99.9
			MGER	M	204	0	0.	-9	99.9
			MGER	F	7	0	0.	-7	99.9
			CLER	M	38	2	1.3	-5	96.1
			CLER	F	120	3	1.9	-2	76.4

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PER-CENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFI-DENCE
			CRAF	M	762	19	2.4	-15	99.0
			CRAF	F	36	2	.3	-24	99.9
			OPER	M	493	29	2.8	-14	97.2
			OPER	F	533	10	1.0	-24	99.9
			LABR	M	387	17	1.8	-22	99.9
			LABR	F	550	8	.9	-23	99.9
			SERV	M	62	1	1.4	-2	81.0
			SERV	F	11	0	0.	-2	91.0
327	CONCRETE, GYPSUM, AND PLASTER PROD.	10	TOTL	M	2039	20	.8	-79	99.9
			TOTL	F	320	17	.7	-61	99.9
			MGER	M	296	1	.3	-12	99.9
			MGER	F	23	2	.6	-9	99.8
			PROF	M	109	10	8.1	5	98.2
			PROF	F	15	2	1.6	-2	77.5
			SALE	M	108	0	0.	-5	99.2
			SALE	F	7	0	0.	-4	97.8
			CLER	M	83	0	0.	-14	99.9
			CLER	F	257	11	3.2	-0	44.7
			CRAF	M	481	2	.4	-18	99.9
			CRAF	F	0	0	0.	-16	99.9
			OPER	M	736	3	.4	-28	99.9
			OPER	F	3	0	0.	-24	99.9
			LABR	M	150	0	0.	-6	99.8
			LABR	F	1	0	0.	-5	99.3

TABLE A. RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

					EMPLOYMENT IN 1975				
SIC	INDUSTRY	NO. OF EMP	OCC	SX	ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
33--PRIMARY METAL INDUSTRIES									
331	BLAST FURNACE AND BASIC STEEL PROD.	8	TOTL	M	4270	74	1.6	-124	99.9
			TOTL	F	434	13	.3	-142	99.9
			MGER	M	481	3	.6	-18	99.9
			MGER	F	8	0	0.	-16	99.9
			PROF	M	226	6	2.5	-4	87.7
			PROF	F	15	2	.8	-6	98.6
			TECH	M	81	9	10.0	5	99.4
			TECH	F	9	1	1.1	-2	79.6
			SALE	M	82	0	0.	-4	97.9
			SALE	F	10	0	0.	-3	95.2
			CLER	M	147	2	.4	-17	99.9
			CLER	F	305	9	2.0	-6	92.7
			CRAF	M	1051	8	.7	-37	99.9
			CRAF	F	25	0	0.	-36	99.9
			OPER	M	1451	27	1.8	-36	99.9
			OPER	F	44	1	.1	-48	99.9
			LABR	M	454	8	1.7	-11	99.7
			LABR	F	5	0	0.	-15	99.9
			SERV	M	297	11	3.5	-2	64.9
			SERV	F	13	0	0.	-10	99.9
332	IRON AND STEEL FOUNDRIES	9	TOTL	M	1303	26	1.8	-33	99.9
			TOTL	F	112	23	1.6	-24	99.9
			MGER	M	104	0	0.	-4	98.9
			MGER	F	3	0	0.	-4	97.1

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SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PER-CENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFI-DENCE
			CLER	M	18	0	0.	-3	95.1
			CLER	F	54	0	0.	-2	90.7
			CRAF	M	255	2	.8	-9	99.8
			CRAF	F	0	0	0.	-8	99.9
			OPER	M	641	20	2.9	-9	90.8
			OPER	F	46	23	3.3	0	5.6
			LABR	M	219	1	.5	-8	99.9
			LABR	F	0	0	0.	-7	99.9
34--FABRICATED METAL PRODUCTS									
341	METAL CANS AND SHIPPING CONTAIN.	14	TOTL	M	3996	80	1.6	-125	99.9
			TOTL	F	880	18	.4	-143	99.9
			MGER	M	366	4	1.1	-12	99.9
			MGER	F	9	1	.3	-11	99.9
			PROF	M	165	9	4.9	1	75.0
			PROF	F	19	2	1.1	-4	94.1
			CRAF	M	1123	17	1.5	-31	99.9
			CRAF	F	16	1	.1	-37	99.9
			OPER	M	1884	33	1.4	-66	99.9
			OPER	F	482	5	.2	-73	99.9
			LABR	M	285	5	1.2	-12	99.9
			LABR	F	129	2	.5	-12	99.9
344	FABRICATED STRUCTURAL METAL PROD.	20	TOTL	M	2946	80	2.5	-55	99.9
			TOTL	F	268	6	.2	-100	99.9
			MGER	M	304	2	.6	-11	99.9
			MGER	F	4	0	0.	-10	99.9

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SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PER-CENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFI-DENCE
			PROF	M	127	13	10.0	8	99.8
			PROF	F	3	1	.8	-3	92.8
			TECH	M	138	9	6.0	3	89.7
			TECH	F	11	1	.7	-4	95.7
			SALE	M	123	1	.7	-5	98.1
			SALE	F	18	0	0.	-5	99.0
			CLER	M	74	4	1.5	-7	98.7
			CLER	F	193	4	1.5	-5	93.8
			CRAF	M	1274	31	2.4	-23	99.8
			CRAF	F	1	0	0.	-42	99.9
			OPER	M	559	13	2.2	-12	98.4
			OPER	F	31	0	0.	-19	99.9
			LABR	M	336	7	2.0	-7	97.5
			LABR	F	7	0	0.	-11	99.9
347	METAL SERVICES, NEC	3	TOTL	M	123	0	0.	-6	99.7
			TOTL	F	15	0	0.	-5	98.9
349	MISC. FABRICATED METAL PRODUCTS	7	TOTL	M	619	22	2.9	-9	91.1
			TOTL	F	127	7	.9	-18	99.9
			TECH	M	130	4	3.0	-2	64.9
			TECH	F	2	0	0.	-4	98.7
			CLER	M	34	4	3.4	-1	54.4
			CLER	F	83	6	5.1	2	90.3
			CRAF	M	151	9	5.9	3	88.4
			CRAF	F	2	0	0.	-5	99.4

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SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			OPER	M	156	2	1.1	-6	98.3
			OPER	F	28	1	.5	-5	98.4
	35--MACHINERY, EXCEPT ELECTRICAL								
353	CONSTRUCTION AND RELATED MACHINERY	4	TOTL	M	118	2	1.4	-4	94.5
			TOTL	F	29	0	0.	-5	99.2
355	SPECIAL INDUSTRY MACHINERY	8	TOTL	M	1076	38	3.1	-14	95.1
			TOTL	F	159	7	.6	-34	99.9
			MGER	M	113	2	1.6	-3	89.8
			MGER	F	7	1	.8	-3	91.9
			PROF	M	99	9	8.1	4	97.9
			PROF	F	12	0	0.	-4	97.4
			CLER	M	45	3	1.8	-4	91.7
			CLER	F	121	4	2.4	-1	63.9
			CRAF	M	496	20	4.0	-1	52.5
			CRAF	F	3	0	0.	-16	99.9
			OPER	M	198	1	.5	-8	99.8
			OPER	F	5	0	0.	-7	99.9
356	GENERAL INDUSTRIAL MACHINERY	15	TOTL	M	1603	64	3.2	-20	97.6
			TOTL	F	405	15	.7	-51	99.9
			MGER	M	193	5	2.5	-4	85.2
			MGER	F	10	0	0.	-7	99.9
			PROF	M	197	17	8.0	8	99.5
			PROF	F	16	1	.5	-6	99.3

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					EMPLOYMENT IN 1975				
SIC	INDUSTRY	NO. OF EMP	OCC	SX	ALL RACES	ASIAN	PER-CENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFI-DENCE
			TECH	M	175	19	10.0	11	99.9
			TECH	F	15	1	.5	-5	98.6
			SALE	M	112	0	0.	-5	99.3
			SALE	F	7	1	.8	-3	90.3
			CLER	M	116	5	1.1	-14	99.9
			CLER	F	331	12	2.7	-3	71.1
			CRAF	M	477	14	2.9	-6	90.6
			CRAF	F	6	0	0.	-16	99.9
			OPER	M	281	4	1.3	-9	99.5
			OPER	F	20	0	0.	-10	99.9
357	OFFICE AND COMPUTING MACHINES	5	TOTL	M	1915	104	3.3	-28	98.8
			TOTL	F	1237	45	1.4	-59	99.9
			MGER	M	405	9	2.2	-9	98.0
			MGER	F	13	1	.2	-13	99.9
			PROF	M	639	50	7.0	20	99.9
			PROF	F	75	3	.4	-21	99.9
			TECH	M	350	29	7.3	12	99.8
			TECH	F	46	2	.5	-11	99.9
			CLER	M	167	7	1.0	-23	99.9
			CLER	F	544	30	4.2	7	83.0
			CRAF	M	119	3	2.1	-3	85.7
			CRAF	F	26	0	0.	-5	99.2
			OPER	M	212	5	.7	-26	99.9
			OPER	F	533	9	1.2	-16	99.9
358	REFRIGERATION AND SERVICE MACHINERY	7	TOTL	M	684	16	1.9	-20	99.9
			TOTL	F	174	7	.8	-21	99.9

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SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975			ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
					ALL RACES	ASIAN	PERCENT ASIAN		
			MGER	M	92	1	1.1	-3	90.8
			MGER	F	3	0	0.	-3	95.7
			SALE	M	86	0	0.	-4	98.3
			SALE	F	11	0	0.	-3	95.9
			CRAF	M	88	2	2.2	-2	73.5
			CRAF	F	3	0	0.	-3	95.0
			OPER	M	126	6	4.3	0	61.9
			OPER	F	15	1	.7	-4	94.6
			LABR	M	223	3	1.1	-9	99.7
			LABR	F	55	2	.7	-7	99.5
36--ELECTRIC AND ELECTRONIC EQUIPMENT									
364	ELECTRIC LIGHTING AND WIRING EQ.	4	TOTL	M	324	23	5.9	6	95.1
			TOTL	F	69	1	.3	-12	99.9
			CRAF	M	91	5	5.3	1	78.7
			CRAF	F	4	0	0.	-3	95.7
			OPER	M	128	10	6.0	3	89.7
			OPER	F	40	1	.6	-5	97.4
366	COMMUNICATION EQUIPMENT	8	TOTL	M	3186	192	3.4	-45	99.4
			TOTL	F	2451	116	2.1	-70	99.9
			MGER	M	472	11	2.2	-10	97.8
			MGER	F	36	1	.2	-16	99.9
			PROF	M	645	59	8.1	29	99.9
			PROF	F	80	8	1.1	-16	99.9
			TECH	M	480	46	8.7	24	99.9
			TECH	F	51	3	.6	-15	99.9

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					EMPLOYMENT IN 1975			ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
SIC	INDUSTRY	NO. OF EMP	OCC	SX	ALL RACES	ASIAN	PERCENT ASIAN		
			CLER	M	174	11	1.6	-17	99.9
			CLER	F	494	17	2.5	-5	72.5
			CRAF	M	333	4	.9	-15	99.9
			CRAF	F	117	4	.9	-11	99.9
			OPER	M	1002	58	2.2	-54	99.9
			OPER	F	1668	83	3.1	-5	42.0
367	ELECTRONIC COMPONENTS	9	TOTL	M	2516	134	3.0	-52	99.9
			TOTL	F	1917	92	2.1	-54	99.9
			MGER	M	497	6	1.1	-17	99.9
			MGER	F	62	2	.4	-16	99.9
			PROF	M	650	43	6.2	14	99.1
			PROF	F	44	3	.4	-20	99.9
			TECH	M	478	43	7.6	19	99.9
			TECH	F	88	7	1.2	-12	99.4
			CLER	M	138	12	1.6	-19	99.9
			CLER	F	601	11	1.5	-13	99.4
			CRAF	M	437	17	2.7	-9	92.9
			CRAF	F	182	6	1.0	-14	99.9
			OPER	M	212	10	.9	-35	99.9
			OPER	F	855	61	5.7	26	99.9
			SERV	M	64	0	0.	-3	95.9
			SERV	F	12	0	0.	-3	91.9

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF IMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PER-CENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFI-DENCE
	37--TRANSPORTATION EQUIPMENT								
371	MOTOR VEHICLES AND EQUIPMENT	12	TOTL	M	6731	88	1.2	-222	99.9
			TOTL	F	659	13	.2	-231	99.9
			MGER	M	555	6	1.1	-18	99.9
			MGER	F	12	0	0.	-19	99.9
			PROF	M	225	9	3.6	-1	59.3
			PROF	F	23	2	.8	-6	98.8
			TECH	M	199	4	1.9	-5	94.5
			TECH	F	15	0	0.	-7	99.9
			CLER	M	155	7	2.2	-6	95.7
			CLER	F	165	2	.6	-9	99.8
			CRAF	M	714	12	1.7	-18	99.9
			CRAF	F	0	0	0.	-24	99.9
			OPER	M	4607	47	.9	-164	99.9
			OPER	F	421	8	.2	-158	99.9
			LABR	M	55	0	0.	-3	95.1
			LABR	F	17	1	1.4	-1	68.6
			SERV	M	194	3	1.5	-5	96.8
			SERV	F	6	0	0.	-7	99.9
372	AIRCRAFT AND PARTS	5	TOTL	M	369	21	4.0	-1	16.7
			TOTL	F	154	4	.8	-13	99.9
			TECH	M	33	4	10.0	2	97.5
			TECH	F	7	1	2.5	-0	38.2
			CLER	M	15	1	1.0	-3	91.7
			CLER	F	83	0	0.	-3	96.1

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			CRAF	M	89	6	6.3	2	89.0
			CRAF	F	6	0	0.	-3	95.7
373	SHIP AND BOAT BUILDING, REPAIR	3	TOTL	M	1828	78	4.1	-2	17.1
			TOTL	F	74	6	.3	-57	99.9
			MGER	M	151	3	2.0	-3	88.3
			MGER	F	2	1	.7	-4	96.1
			CRAF	M	1245	68	5.4	15	96.6
			CRAF	F	15	1	.1	-41	99.9
			OPER	M	146	2	1.4	-4	94.4
			OPER	F	0	0	0.	-5	99.2
			LABR	M	144	0	0.	-6	99.8
			LABR	F	2	0	0.	-5	99.2
	38--INSTRUMENTS AND RELATED PRODUCTS								
381	ENGINEERING AND SCIENTIFIC INSTR.	3	TOTL	M	373	18	2.9	-8	87.9
			TOTL	F	239	12	2.0	-8	93.6
			TECH	M	47	4	7.8	2	93.4
			TECH	F	4	0	0.	-2	81.4
			CLER	M	18	0	0.	-7	99.9
			CLER	F	156	9	5.2	3	93.3
			OPER	M	63	8	8.6	4	98.1
			OPER	F	30	0	0.	-3	95.4
382	MEASURING AND CONTROLLING DEV.	5	TOTL	M	282	14	3.3	-4	78.5
			TOTL	F	144	8	1.9	-6	94.0

TABLE A. RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PER-CENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFI-DENCE
			CRAF	M	115	7	5.3	1	79.9
			CRAF	F	18	0	0.	-4	98.8
			OPER	M	20	0	0.	-4	97.4
			OPER	F	67	6	6.9	3	97.3
384	MEDICAL INSTR. AND SUPPLIES	6	TOTL	M	471	23	3.6	-4	54.6
			TOTL	F	167	4	.6	-17	99.9
			MGER	M	76	1	1.2	-3	87.1
			MGER	F	9	0	0.	-3	93.9
			PROF	M	71	3	3.9	-0	40.5
			PROF	F	6	0	0.	-3	92.1
			TECH	M	152	9	5.5	2	83.8
			TECH	F	13	1	.6	-4	97.2
			OPER	M	49	5	6.7	2	90.0
			OPER	F	26	0	0.	-2	91.6
40	RAILROAD TRANSPORTATION	3	TOTL	M	11118	202	1.6	-347	99.9
			TOTL	F	1956	200	1.5	-231	99.9
			MGER	M	1937	14	0.7	-73	99.9
			MGER	F	126	4	0.2	-64	99.9
			PROF	M	486	45	8.3	22	99.9
			PROF	F	59	7	1.3	-11	99.7
			TECH	M	247	7	2.3	-6	93.8
			TECH	F	56	5	1.6	-5	93.3
			SALE	M	286	0	0	-12	99.9
			SALE	F	9	0	0	-10	99.9
			CLER	M	1767	82	2.4	-61	99.9
			CLER	F	1629	184	5.4	72	99.9

TABLE A. RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			CRAF	M	2868	27	0.9	-94	99.9
			CRAF	F	6	0	0	-95	99.9
			OPER	M	2468	12	0.5	-92	99.9
			OPER	F	0	0	0	-81	99.9
			LABR	M	850	6	0.7	-31	99.9
			LABR	F	52	1	0.1	-30	99.9
			SERV	M	209	9	4.0	-1	49.0
			SERV	F	19	0	0	-8	99.9
41--LOCAL AND INTERURBAN PASSENGER TRANSIT									
412	TAXICABS	3	TOTL	M	1304	45	3.3	-12	89.8
			TOTL	F	55	0	0.	-45	99.9
			CLER	M	23	0	0.	-2	90.1
			CLER	F	32	0	0.	-2	83.7
			OPER	M	1036	27	2.5	-17	99.3
			OPER	F	23	0	0.	-35	99.9
			LABR	M	169	15	8.9	8	99.7
			LABR	F	0	0	0.	-6	99.6
414	TRANSPORTATION CHARTER SERVICE	3	TOTL	M	253	4	1.1	-11	99.9
			TOTL	F	109	3	.8	-9	99.3

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARAT EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			CLER	M	17	2	4.3	0	69.6
			CLER	F	29	3	6.5	1	93.5
			OPER	M	87	1	.6	-6	99.2
			OPER	F	78	0	0.	-5	99.6
			SERV	M	88	0	0.	-4	97.5
			SERV	F	0	0	0.	-3	94.5
42--TRUCKING AND WAREHOUSING									
421	TRUCKING, LOCAL AND LONG DISTANCE	46	TOTL	M	8662	151	1.6	-249	99.9
			TOTL	F	862	28	.3	-286	99.9
			MGER	M	989	13	1.2	-31	99.9
			MGER	F	57	0	0.	-35	99.9
			SALE	M	265	3	1.4	-6	98.1
			SALE	F	13	0	0.	-7	99.9
			CLER	M	462	31	2.6	-19	99.4
			CLER	F	730	28	2.3	-11	93.4
			CRAF	M	677	20	3.0	-8	89.4
			CRAF	F	0	0	0.	-22	99.9
			OPER	M	4933	45	.9	-164	99.9
			OPER	F	42	0	0.	-164	99.9
			LABR	M	1216	33	2.7	-18	99.0
			LABR	F	2	0	0.	-40	99.9
			SERV	M	69	1	1.4	-2	79.2
			SERV	F	1	0	0.	-2	90.1
422	PUBLIC WAREHOUSING	12	TOTL	M	1108	28	1.7	-42	99.9
			TOTL	F	556	16	1.0	-39	99.9

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF IMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			MGER	M	119	0	0.	-6	99.6
			MGER	F	13	0	0.	-4	98.7
			CLER	M	207	12	3.1	-4	80.7
			CLER	F	174	6	1.6	-7	96.7
			CRAF	M	75	0	0.	-4	97.7
			CRAF	F	15	0	0.	-3	94.9
			OPER	M	325	3	.8	-14	99.9
			OPER	F	72	2	.5	-11	99.9
			LABR	M	277	10	1.8	-13	99.4
			LABR	F	265	8	1.5	-10	98.2
			SERV	M	49	0	0.	-2	90.9
			SERV	F	8	0	0.	-2	84.8
44--WATER TRANSPORTATION									
441	DEEP SEA FOREIGN TRANSPORTATION	9	TOTL	M	3124	394	10.6	238	99.9
			TOTL	F	595	57	1.5	-66	99.9
			MGER	M	671	33	4.7	4	51.8
			MGER	F	26	0	0.	-23	99.9
			PROF	M	392	15	3.5	-3	70.1
			PROF	F	33	2	.5	-12	99.9
			TECH	M	187	12	6.0	4	91.5
			TECH	F	13	0	0.	-7	99.9
			SALE	M	105	9	7.4	4	96.5
			SALE	F	16	2	1.7	-2	76.1
			CLER	M	284	48	6.1	15	99.2
			CLER	F	505	53	6.7	27	99.9

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			CRAF	M	420	29	6.9	11	99.5
			CRAF	F	0	0	0.	-14	99.9
			OPER	M	646	73	11.3	46	99.9
			OPER	F	2	0	0.	-21	99.9
			LABR	M	175	44	25.1	37	99.9
			LABR	F	0	0	0.	-6	99.7
			SERV	M	244	131	53.7	121	99.9
			SERV	F	0	0	0.	-8	99.9
446	WATER TRANSPORT SERVICES	6	TOTL	M	629	29	3.9	-2	29.7
			TOTL	F	111	7	.9	-17	99.9
			MGER	M	124	5	3.6	-1	52.8
			MGER	F	15	0	0.	-5	99.0
			PROF	M	115	6	5.0	1	75.0
			PROF	F	6	1	.8	-3	90.8
			CRAF	M	203	11	5.4	2	84.3
			CRAF	F	1	0	0.	-7	99.9
			OPER	M	92	0	0.	-4	97.9
			OPER	F	0	0	0.	-3	95.2
	45--TRANSPORTATION BY AIR								
451	CERTIFICATED AIR TRANSPORTATION	18	TOTL	M	19390	1038	3.9	-69	96.6
			TOTL	F	6967	321	1.2	-549	99.9
			MGER	M	1700	41	2.2	-39	99.9
			MGER	F	196	8	.4	-55	99.9
			PROF	M	4976	78	1.5	-140	99.9
			PROF	F	222	13	.3	-159	99.9

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF IMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			TECH	M	643	32	4.5	2	28.7
			TECH	F	72	4	.6	-20	99.9
			SALE	M	797	47	1.4	-91	99.9
			SALE	F	2499	74	2.2	-35	99.9
			CLER	M	649	64	3.5	-14	89.0
			CLER	F	1203	101	5.5	40	99.9
			CRAF	M	7104	389	5.5	90	99.9
			CRAF	F	18	0	0.	-235	99.9
			OPER	M	1798	160	8.6	82	99.9
			OPER	F	55	3	.2	-58	99.9
			LABR	M	691	93	12.0	60	99.9
			LABR	F	86	4	.5	-22	99.9
458	AIR TRANSPORTATION SERVICES	5	TOTL	M	392	28	6.1	9	97.6
			TOTL	F	68	2	.4	-13	99.9
			CRAF	M	203	21	10.3	12	99.9
			CRAF	F	0	0	0.	-7	99.9
47--TRANSPORTATION SERVICES									
471	FREIGHT FORWARDING	8	TOTL	M	589	11	1.3	-23	99.9
			TOTL	F	226	11	1.3	-16	99.8
			MGER	M	132	1	.7	-5	97.8
			MGER	F	4	1	.7	-3	93.8
			SALE	M	55	0	0.	-3	94.0
			SALE	F	12	0	0.	-2	89.0
			CLER	M	232	10	2.3	-8	97.1
			CLER	F	199	10	2.3	-4	83.9

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SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			OPER	M	128	0	0.	-6	99.7
			OPER	F	11	0	0.	-5	99.0
472	ARRANGEMENT OF TRANSPORTATION	5	TOTL	M	361	23	3.7	-3	49.3
			TOTL	F	266	35	5.6	14	99.9
			MGER	M	145	5	3.1	-2	65.6
			MGER	F	14	1	.6	-4	96.7
			CLER	M	88	10	3.2	-3	75.4
			CLER	F	223	31	10.0	21	99.9
478	MISCELLANEOUS TRANSPORTATION	3	CLER	M	16	2	2.9	-1	55.4
			CLER	F	53	9	13.0	7	99.9
	48--COMMUNICATION								
483	RADIO AND TV BROADCASTING	13	TOTL	M	1191	49	2.9	-21	99.0
			TOTL	F	481	62	3.7	7	65.0
			MGER	M	208	5	1.9	-6	96.4
			MGER	F	56	5	1.9	-4	86.6
			PROF	M	374	10	2.1	-10	98.8
			PROF	F	96	11	2.3	-5	84.7
			TECH	M	418	16	3.6	-3	67.3
			TECH	F	24	1	.2	-14	99.9
			CLER	M	52	12	3.6	-2	65.2
			CLER	F	284	42	12.5	31	99.9
489	COMMUNICATION SERVICES, NEC	4	TOTL	M	431	28	5.3	6	78.2
			TOTL	F	100	9	1.7	-9	96.2

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					EMPLOYMENT IN 1975				
SIC	INDUSTRY	NO. OF EMP	OCC	SX	ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			MGER	M	64	5	6.7	2	90.0
			MGER	F	11	0	0.	-2	91.6
			TECH	M	162	11	6.6	4	94.8
			TECH	F	4	0	0.	-5	99.6
			CLER	M	84	10	6.0	3	90.0
			CLER	F	83	9	5.4	3	94.6
49--ELECTRIC, GAS, AND SANITARY SERVICES									
495	SANITARY SERVICES	6	TOTL	M	1594	6	.3	-67	99.9
			TOTL	F	155	6	.3	-52	99.9
			MGER	M	60	0	0.	-3	93.2
			MGER	F	4	0	0.	-2	87.9
			TECH	M	67	0	0.	-3	94.5
			TECH	F	2	0	0.	-2	89.7
			CLER	M	18	0	0.	-7	99.9
			CLER	F	145	5	3.1	-0	45.0
			CRAF	M	264	0	0.	-11	99.9
			CRAF	F	0	0	0.	-9	99.9
			OPER	M	837	0	0.	-35	99.9
			OPER	F	0	0	0.	-28	99.9
			LABR	M	289	3	1.0	-9	99.8
			LABR	F	0	0	0.	-10	99.9

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SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
50--WHOLESALE TRADE-DURABLE GOODS									
501	MOTOR VEHICLES AND AUTOMOTIVE EQ.	22	TOTL	M	1405	27	1.6	-46	99.9
			TOTL	F	325	18	1.0	-39	99.9
			MGER	M	298	1	.3	-12	99.9
			MGER	F	3	0	0.	-10	99.9
			PROF	M	118	1	.8	-4	96.6
			PROF	F	6	0	0.	-4	98.3
			SALE	M	268	2	.7	-9	99.9
			SALE	F	4	0	0.	-9	99.9
			CLER	M	234	9	1.7	-13	99.6
			CLER	F	298	18	3.4	0	8.6
			CRAF	M	115	2	1.7	-3	86.0
			CRAF	F	0	0	0.	-4	97.8
			OPER	M	232	5	2.1	-5	93.0
			OPER	F	4	0	0.	-8	99.9
			LABR	M	95	5	5.0	1	74.6
			LABR	F	5	0	0.	-3	96.4
503	LUMBER AND CONSTRUCTION MAT.	7	TOTL	M	422	39	6.4	14	99.4
			TOTL	F	185	18	3.0	-2	35.5
			MGER	M	130	10	7.2	4	96.5
			MGER	F	8	0	0.	-5	98.9
			PROF	M	28	3	9.4	2	95.6
			PROF	F	4	0	0.	-1	65.8
			SALE	M	108	14	12.5	9	99.9
			SALE	F	4	0	0.	-4	97.5

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SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975			ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
					ALL RACES	ASIAN	PER-CENT ASIAN		
			CLER	M	36	10	4.9	1	76.0
			CLER	F	167	18	8.9	11	99.9
505	METALS, MINERALS EXCEPT PETROL.	10	TOTL	M	628	7	.8	-28	99.9
			TOTL	F	205	8	1.0	-19	99.9
			MGER	M	121	1	.8	-4	96.7
			MGER	F	4	0	0.	-4	98.4
			SALE	M	155	1	.5	-7	99.6
			SALE	F	30	0	0.	-6	99.8
			CLER	M	44	0	0.	-9	99.9
			CLER	F	165	8	3.8	1	74.2
			CRAF	M	77	0	0.	-3	96.1
			CRAF	F	0	0	0.	-3	92.1
			OPER	M	173	5	2.9	-2	73.2
			OPER	F	0	0	0.	-6	99.7
506	ELECTRICAL GOODS	19	TOTL	M	1573	55	2.5	-38	99.9
			TOTL	F	652	39	1.8	-34	99.9
			MGER	M	356	3	.8	-13	99.9
			MGER	F	19	0	0.	-12	99.9
			PROF	M	188	8	4.1	-0	44.0
			PROF	F	8	0	0.	-6	99.8
			TECH	M	82	5	5.9	1	84.8
			TECH	F	3	0	0.	-3	93.9
			SALE	M	445	7	1.4	-13	99.9
			SALE	F	43	1	.2	-15	99.9

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF IMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			CLER	M	164	16	2.2	-15	99.3
			CLER	F	507	38	5.2	14	99.6
			CRAF	M	175	5	2.8	-2	75.1
			CRAF	F	2	0	0.	-6	99.7
			OPER	M	112	9	7.6	4	96.8
			OPER	F	7	0	0.	-4	98.0
507	HARDWARE, PLUMBING AND HEATING EQ.	5	TOTL	M	505	11	1.8	-15	99.7
			TOTL	F	108	6	1.0	-14	99.9
			SALE	M	137	0	0.	-6	99.7
			SALE	F	4	0	0.	-5	99.0
			CLER	M	39	2	1.5	-4	91.9
			CLER	F	95	6	4.5	2	84.1
			OPER	M	142	4	2.8	-2	71.0
			OPER	F	0	0	0.	-5	99.1
			LABR	M	76	3	3.8	-0	43.3
			LABR	F	4	0	0.	-3	92.9
508	MACHINERY, EQ. AND SUPPLIES	57	TOTL	M	5338	156	2.3	-129	99.9
			TOTL	F	1453	71	1.0	-153	99.9
			MGER	M	978	6	.6	-37	99.9
			MGER	F	48	4	.4	-30	99.9
			PROF	M	273	6	1.9	-7	98.0
			PROF	F	46	3	.9	-8	99.3
			TECH	M	938	58	5.9	17	99.2
			TECH	F	45	6	.6	-26	99.9

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975			ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
					ALL RACES	ASIAN	PER-CENT ASIAN		
			SALE	M	1377	20	1.3	-42	99.9
			SALE	F	106	2	.1	-47	99.9
			CLER	M	384	24	1.6	-39	99.9
			CLER	F	1117	55	3.7	5	57.0
			CRAF	M	761	20	2.6	-12	97.2
			CRAF	F	7	0	0.	-25	99.9
			OPER	M	485	14	2.5	-10	95.6
			OPER	F	76	1	.2	-18	99.9
			LABR	M	104	6	5.5	1	81.5
			LABR	F	6	0	0.	-4	97.3
509	MISCELLANEOUS DURABLE GOODS	17	TOTL	M	1081	42	2.8	-22	99.5
			TOTL	F	440	18	1.2	-32	99.9
			MGER	M	177	2	1.0	-6	99.0
			MGER	F	23	0	0.	-7	99.9
			TECH	M	94	4	3.7	-0	46.7
			TECH	F	13	0	0.	-4	97.1
			SALE	M	249	6	1.7	-9	99.1
			SALE	F	101	0	0.	-12	99.9
			CLER	M	105	14	3.8	-1	56.8
			CLER	F	260	17	4.7	5	93.5
			CRAF	M	123	3	2.4	-2	75.8
			CRAF	F	0	0	0.	-4	98.3
			OPER	M	137	5	3.6	-1	52.1
			OPER	F	1	0	0.	-5	98.9
			LABR	M	101	6	5.9	2	86.3
			LABR	F	0	0	0.	-3	96.4

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

					EMPLOYMENT IN 1975			ASIAN DEFICIT (-) OR	LEVEL OF
SIC	INDUSTRY	NO. OF EMP	OCC	SX	ALL RACES	ASIAN	PER-CENT ASIAN	SURPLUS (+)	CONFI-DENCE
	51--WHOLESALE TRADE-NONDURABLE GOODS								
511	PAPER AND PAPER PRODUCTS	8	MGER	M	181	2	1.0	-6	99.0
			MGER	F	20	2	1.0	-5	96.1
			TECH	M	31	5	14.3	4	99.7
			TECH	F	4	0	0.	-1	69.1
			SALE	M	215	7	2.9	-3	80.1
			SALE	F	29	0	0.	-8	99.9
			CLER	M	41	1	.4	-10	99.9
			CLER	F	213	21	8.3	13	99.9
			OPER	M	105	7	6.6	3	91.7
			OPER	F	1	0	0.	-3	97.0
			LABR	M	93	7	6.7	3	92.1
			LABR	F	12	0	0.	-3	96.9
512	DRUGS, SUNDRIES, AND PROPRIETARIES	11	TOTL	M	963	30	2.0	-32	99.9
			TOTL	F	523	26	1.7	-23	99.9
			MGER	M	256	4	1.4	-8	99.0
			MGER	F	21	0	0.	-9	99.9
			SALE	M	264	7	2.5	-5	90.3
			SALE	F	18	0	0.	-9	99.9
			CLER	M	40	2	.5	-14	99.9
			CLER	F	350	16	4.1	3	84.5
			OPER	M	131	3	2.1	-3	84.9
			OPER	F	12	0	0.	-5	99.1
			LABR	M	137	4	2.0	-4	91.7
			LABR	F	61	1	.5	-6	98.9

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PER-CENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFI-DENCE
513	APPAREL, PIECE GOODS, AND NOTIONS	3	TOTL	M	58	1	.6	-6	99.2
			TOTL	F	165	2	1.2	-3	90.4
			OPER	M	13	0	0.	-3	95.7
			OPER	F	62	2	2.7	-0	45.0
514	GROCERIES AND RELATED PRODUCTS	30	TOTL	M	3577	91	2.0	-103	99.9
			TOTL	F	1032	32	.7	-120	99.9
			MGER	M	585	10	1.6	-17	99.9
			MGER	F	48	2	.3	-19	99.9
			PROF	M	91	9	8.1	4	97.9
			PROF	F	20	4	3.6	0	69.4
			SALE	M	1049	14	1.1	-38	99.9
			SALE	F	192	8	.6	-33	99.9
			CLER	M	95	7	1.1	-20	99.9
			CLER	F	542	13	2.0	-8	92.5
			CRAF	M	108	3	2.5	-2	72.9
			CRAF	F	10	0	0.	-4	98.0
			OPER	M	1008	14	1.4	-29	99.9
			OPER	F	16	0	0.	-34	99.9
			LABR	M	468	15	2.7	-8	91.2
			LABR	F	140	4	.7	-14	99.9
			SERV	M	201	18	7.2	8	98.9
			SERV	F	48	0	0.	-8	99.9
516	CHEMICALS AND ALLIED PRODUCTS	8	TOTL	M	886	34	2.6	-21	99.6
			TOTL	F	422	24	1.8	-19	99.7

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

					EMPLOYMENT IN 1975			ASIAN DEFICIT	LEVEL
SIC	INDUSTRY	NO. OF EMP	OCC	SX	ALL RACES	ASIAN	PER-CENT ASIAN	(-) OR SURPLUS (+)	OF CONFI-DENCE
			MGER	M	256	3	1.1	-8	99.6
			MGER	F	16	0	0.	-9	99.9
			PROF	M	118	6	4.3	0	63.2
			PROF	F	21	0	0.	-5	99.0
			TECH	M	33	4	10.8	2	98.1
			TECH	F	4	0	0.	-1	71.1
			SALE	M	333	4	1.1	-11	99.9
			SALE	F	31	2	.5	-10	99.9
			CLER	M	35	4	1.0	-12	99.9
			CLER	F	347	22	5.8	9	99.5
			OPER	M	101	13	12.6	9	99.9
			OPER	F	2	0	0.	-3	96.7
517	PETROLEUM AND PETROLEUM PRODUCTS	11	TOTL	M	2096	150	4.5	9	55.7
			TOTL	F	1263	59	1.8	-52	99.9
			MGER	M	387	18	4.4	1	64.3
			MGER	F	21	0	0.	-13	99.9
			PROF	M	183	2	1.0	-7	99.2
			PROF	F	23	0	0.	-7	99.9
			SALE	M	663	84	11.9	54	99.9
			SALE	F	40	1	.1	-22	99.9
			CLER	M	436	33	2.5	-23	99.9
			CLER	F	906	41	3.1	-3	38.4
			CRAF	M	109	7	2.0	-8	97.9
			CRAF	F	242	16	4.6	4	92.0
			OPER	M	275	3	1.1	-9	99.8
			OPER	F	10	0	0.	-9	99.9

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PER-CENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFI-DENCE
518	BEER, WINE, AND DISTILLED B.V.	8	TOTL	M	963	18	1.5	-33	99.9
			TOTL	F	253	12	1.0	-28	99.9
			MGER	M	154	0	0.	-7	99.9
			MGER	F	12	0	0.	-5	99.6
			SALE	M	415	11	2.6	-7	94.6
			SALE	F	14	0	0.	-14	99.9
			CLER	M	32	1	.4	-9	99.9
			CLER	F	202	10	4.3	2	84.2
			OPER	M	136	1	.7	-5	97.9
			OPER	F	1	0	0.	-5	98.9
			LABR	M	196	3	1.4	-6	97.5
			LABR	F	13	0	0.	-7	99.9
519	MISCELLANEOUS NONDURABLE GOODS	5	TOTL	M	1170	20	1.1	-58	99.9
			TOTL	F	684	19	1.0	-42	99.9
			MGER	M	304	2	.6	-11	99.9
			MGER	F	16	0	0.	-11	99.9
			PROF	M	85	2	2.0	-2	79.5
			PROF	F	16	0	0.	-3	96.4
			TECH	M	13	0	0.	-2	80.4
			TECH	F	25	5	13.2	4	99.9
			SALE	M	345	7	1.7	-10	99.6
			SALE	F	68	0	0.	-14	99.9
			CLER	M	60	2	.6	-11	99.9
			CLER	F	254	13	4.1	3	83.7
			OPER	M	103	3	2.5	-2	74.1
			OPER	F	17	0	0.	-4	98.1

TABLE A. RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF IMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			LABR	M	49	0	0.	-6	99.7
			LABR	F	91	0	0.	-5	99.0
			SERV	M	200	4	1.1	-11	99.9
			SERV	F	154	0	0.	-12	99.9
	52--BUILDING MATERIALS AND GARDEN SUPPLIES								
521	LUMBER AND OTHER BUILDING MATERIALS	6	TOTL	M	682	13	1.2	-34	99.9
			TOTL	F	444	6	.5	-31	99.9
			MGER	M	199	2	.6	-12	99.9
			MGER	F	141	0	0.	-11	99.9
			SALE	M	124	2	1.3	-5	95.7
			SALE	F	31	0	0.	-5	99.4
			CLER	M	21	3	1.3	-7	99.0
			CLER	F	219	4	1.7	-4	89.6
			CRAF	M	96	0	0.	-4	98.4
			CRAF	F	2	0	0.	-3	96.1
			SERV	M	43	0	0.	-3	94.0
			SERV	F	24	1	1.5	-1	64.8
	53--GENERAL MERCHANDISE STORES								
531	DEPARTMENT STORES	16	TOTL	M	8559	495	1.7	-720	99.9
			TOTL	F	20378	1302	4.5	347	99.9
			MGER	M	2078	69	1.7	-104	99.9
			MGER	F	2034	71	1.7	-65	99.9
			PROF	M	192	11	2.6	-7	94.6
			PROF	F	237	10	2.3	-4	83.4

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

					EMPLOYMENT IN 1975				
SIC	INDUSTRY	NO. OF EMP	OCC	SX	ALL RACES	ASIAN	PER-CENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFI-DENCE
			TECH	M	80	13	12.7	9	99.9
			TECH	F	22	2	2.0	-1	65.4
			SALE	M	2410	106	.9	-412	99.9
			SALE	F	9919	526	4.3	119	99.9
			CLER	M	529	59	.9	-211	99.9
			CLER	F	5897	490	7.6	278	99.9
			CRAF	M	699	18	2.2	-17	99.6
			CRAF	F	128	10	1.2	-17	99.9
			OPER	M	458	18	2.5	-13	97.9
			OPER	F	269	30	4.1	6	78.8
			LABR	M	1193	102	4.6	9	63.1
			LABR	F	1033	114	5.1	41	99.9
			SERV	M	920	99	5.6	25	99.0
			SERV	F	839	49	2.8	-9	77.3
533	VARIETY STORES	5	TOTL	M	662	20	.9	-70	99.9
			TOTL	F	1470	63	3.0	-7	62.8
			MGER	M	206	7	1.9	-8	98.6
			MGER	F	162	2	.5	-10	99.9
			SALE	M	116	2	.2	-39	99.9
			SALE	F	852	32	3.3	0	.8
			CLER	M	26	2	.8	-9	99.9
			CLER	F	235	7	2.7	-2	62.9
			SERV	M	252	9	2.0	-10	99.1
			SERV	F	199	21	4.7	6	95.0

TABLE A. RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	 ASIAN	 PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
54--FOOD STORES									
541	GROCERY STORES	16	TOTL	M	11339	602	3.9	-43	91.9
			TOTL	F	4028	98	.6	-409	99.9
			MGER	M	1893	83	4.1	-1	10.0
			MGER	F	110	1	.0	-65	99.9
			PROF	M	340	18	4.4	1	53.9
			PROF	F	69	5	1.2	-8	99.2
			SALE	M	4524	333	4.9	47	99.6
			SALE	F	2283	46	.7	-179	99.9
			CLER	M	180	15	1.4	-31	99.9
			CLER	F	967	31	2.9	-5	59.2
			CRAF	M	1154	74	6.0	23	99.9
			CRAF	F	70	3	.2	-37	99.9
			OPER	M	1251	31	2.0	-33	99.9
			OPER	F	272	2	.1	-48	99.9
			LABR	M	1601	29	1.7	-45	99.9
			LABR	F	154	4	.2	-54	99.9
			SERV	M	288	13	3.0	-5	85.6
			SERV	F	140	2	.5	-12	99.9
56--APPAREL AND ACCESSORY STORES									
561	MEN'S AND BOYS' CLOTHING, FURN.	3	TOTL	M	150	6	2.1	-6	94.9
			TOTL	F	131	3	1.1	-6	98.3
			MGER	M	53	2	2.9	-1	56.3
			MGER	F	17	0	0.	-2	90.1

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SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975			ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
					ALL RACES	ASIAN	PERCENT ASIAN		
			CLER	M	8	0	0.	-2	91.2
			CLER	F	50	1	1.7	-1	57.0
562	WOMEN'S READY-TO WEAR STORES	5	TOTL	M	286	42	3.6	-7	69.1
			TOTL	F	880	105	9.0	67	99.9
			MGER	M	72	3	1.3	-7	98.6
			MGER	F	157	8	3.5	0	65.4
			SALE	M	26	1	.3	-13	99.9
			SALE	F	305	15	4.5	4	91.1
			CLER	M	64	27	8.7	14	99.9
			CLER	F	245	57	18.4	47	99.9
			LABR	M	66	6	4.5	0	66.6
			LABR	F	68	9	6.7	5	98.5
			SERV	M	41	4	3.2	-1	59.5
			SERV	F	83	14	11.3	10	99.9
565	FAMILY CLOTHING STORES	4	TOTL	M	658	25	1.7	-37	99.9
			TOTL	F	810	51	3.5	3	29.1
			MGER	M	193	7	2.4	-5	91.8
			MGER	F	97	8	2.8	-2	61.7
			SALE	M	248	4	.8	-18	99.9
			SALE	F	277	7	1.3	-10	98.8
			CLER	M	24	4	1.3	-9	99.5
			CLER	F	279	28	9.2	18	99.9
			LABR	M	80	2	1.3	-5	96.0
			LABR	F	77	5	3.2	-0	41.6

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SIC	INDUSTRY	NO. OF IMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PER-CENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFI-DENCE
57--FURNITURE AND HOME FURNISHINGS STORES									
571	FURNITURE AND HOME FURNISHINGS STORES	4	TOTL	M	567	24	2.0	-26	99.9
			TOTL	F	620	25	2.1	-14	97.9
			MGER	M	131	1	.6	-6	99.3
			MGER	F	35	1	.6	-4	97.3
			SALE	M	162	5	1.7	-7	98.1
			SALE	F	126	3	1.0	-7	98.5
			CLER	M	43	2	.5	-16	99.9
			CLER	F	388	17	3.9	3	81.1
58--EATING AND DRINKING PLACES									
581	EATING AND DRINKING PLACES	45	TOTL	M	6113	835	7.4	358	99.9
			TOTL	F	5239	308	2.7	-67	99.9
			MGER	M	807	55	5.7	14	97.6
			MGER	F	166	10	1.0	-22	99.9
			TECH	M	26	3	9.1	2	95.2
			TECH	F	7	0	0.	-1	67.0
			SALE	M	169	6	2.3	-5	92.5
			SALE	F	155	13	4.9	4	94.0
			CLER	M	61	19	4.0	-1	54.4
			CLER	F	419	35	7.3	19	99.9
			CRAF	M	123	33	22.9	27	99.9
			CRAF	F	21	1	.7	-4	95.0
			OPER	M	234	51	13.2	35	99.9
			OPER	F	153	13	3.4	0	59.8

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SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PER-CENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFI-DENCE
			LABR	M	324	62	16.6	46	99.9
			LABR	F	49	3	.8	-9	99.8
			SERV	M	4371	601	7.0	240	99.9
			SERV	F	4236	231	2.7	-53	99.9
59--MISCELLANEOUS RETAIL									
591	DRUG STORES AND PROPRIETARY STORES	7	TOTL	M	1205	113	4.4	6	44.3
			TOTL	F	1343	59	2.3	-25	99.5
			MGER	M	342	20	4.6	2	71.9
			MGER	F	90	3	.7	-11	99.9
			PROF	M	137	38	23.0	31	99.9
			PROF	F	28	13	7.9	8	99.8
			SALE	M	510	46	3.3	-13	91.0
			SALE	F	888	33	2.4	-13	95.1
			CLER	M	55	3	1.0	-10	99.9
			CLER	F	250	6	2.0	-4	87.4
594	MISCELLANEOUS SHOPPING GOODS	12	MGER	M	147	3	1.5	-5	96.5
			MGER	F	50	2	1.0	-5	95.7
			PROF	M	15	3	11.1	2	97.5
			PROF	F	12	1	3.7	0	77.6
			SALE	M	153	8	1.8	-11	99.6
			SALE	F	295	16	3.6	1	68.5
			CLER	M	54	11	3.4	-3	70.2
			CLER	F	269	25	7.7	14	99.9
			CRAF	M	36	4	7.8	2	93.4
			CRAF	F	15	1	2.0	-1	50.1

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			OPER	M	33	6	13.0	4	99.7
			OPER	F	13	0	0.	-2	78.6
60--BANKING									
602	COMMERCIAL AND STOCK SAV. BANKS	28	TOTL	M	18572	2397	4.9	340	99.9
			TOTL	F	30397	4682	9.6	3066	99.9
			MGER	M	8076	371	3.1	-131	99.9
			MGER	F	3887	285	2.4	-110	99.9
			TECH	M	1607	185	7.4	80	99.9
			TECH	F	883	113	4.5	31	99.9
			SALE	M	268	8	1.9	-10	99.2
			SALE	F	156	2	.5	-12	99.9
			CLER	M	5207	1294	4.6	114	99.9
			CLER	F	22893	3590	12.8	2663	99.9
			CRAF	M	517	78	13.2	53	99.9
			CRAF	F	73	10	1.7	-9	97.1
			OPER	M	1428	365	11.0	226	99.9
			OPER	F	1887	627	18.9	518	99.9
			SERV	M	109	7	5.6	2	83.4
			SERV	F	17	0	0.	-4	98.4
61--CREDIT AGENCIES OTHER THAN BANKS									
612	SAVINGS AND LOAN ASSOCIATIONS	13	TOTL	M	609	29	1.6	-47	99.9
			TOTL	F	1202	93	5.1	33	99.9
			MGER	M	280	4	1.0	-13	99.9
			MGER	F	132	6	1.5	-8	98.2

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			CLER	M	95	12	1.1	-33	99.9
			CLER	F	975	81	7.6	46	99.9
614	PERSONAL CREDIT INSTITUTIONS	4	TOTL	M	114	3	1.4	-6	97.9
			TOTL	F	101	8	3.7	1	71.7
			CLER	M	24	0	0.	-4	98.7
			CLER	F	79	2	1.9	-1	66.0
616	MORTGAGE BANKERS AND BROKERS	4	TOTL	M	405	15	1.6	-25	99.9
			TOTL	F	545	31	3.3	-0	5.1
			MGER	M	182	2	1.0	-7	99.2
			MGER	F	26	3	1.4	-4	91.1
			CLER	M	188	10	1.5	-18	99.9
			CLER	F	469	25	3.8	3	53.1
62--SECURITY, COMMODITY BROKERS AND SERVICES									
621	SECURITY BROKERS AND DEALERS	20	MGER	M	214	7	3.0	-3	74.8
			MGER	F	16	1	.4	-7	99.6
			SALE	M	775	32	4.0	-2	21.1
			SALE	F	23	1	.1	-25	99.9
			CLER	M	353	43	4.5	3	40.4
			CLER	F	593	61	6.4	30	99.9
			OPER	M	9	1	3.3	-0	36.1
			OPER	F	21	2	6.7	1	92.5

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PER-CENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFI-DENCE
63--INSURANCE CARRIERS									
631	LIFE INSURANCE	21	TOTL	M	2103	152	3.3	-40	99.7
			TOTL	F	2474	305	6.7	154	99.9
			MGER	M	459	11	2.0	-13	99.2
			MGER	F	103	8	1.4	-11	98.7
			PROF	M	253	9	2.4	-7	95.2
			PROF	F	123	6	1.6	-6	96.4
			TECH	M	188	14	2.3	-12	98.1
			TECH	F	422	38	6.2	18	99.9
			SALE	M	909	67	6.9	26	99.9
			SALE	F	64	8	.8	-24	99.9
			CLER	M	215	35	1.8	-47	99.9
			CLER	F	1746	243	12.4	178	99.9
			OPER	M	37	4	8.0	2	93.8
			OPER	F	13	2	4.0	0	77.0
			SERV	M	40	12	27.9	10	99.9
			SERV	F	3	0	0.	-1	76.4
632	MEDICAL SERVICE AND HEALTH INS.	5	TOTL	M	1225	208	4.4	10	55.4
			TOTL	F	3478	760	16.2	605	99.9
			MGER	M	307	12	2.3	-10	96.7
			MGER	F	210	20	3.9	3	53.1
			TECH	M	155	33	3.4	-8	78.7
			TECH	F	816	200	20.6	168	99.9
			CLER	M	373	130	5.1	22	97.2
			CLER	F	2190	524	20.4	439	99.9

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

					EMPLOYMENT IN 1975				
SIC	INDUSTRY	NO. OF EMP	OCC	SX	ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
633	FIRE, MARINE, AND CASUALTY INSURANCE	44	TOTL	M	5111	263	2.1	-262	99.9
			TOTL	F	7385	978	7.8	566	99.9
			MGER	M	1632	35	1.7	-49	99.9
			MGER	F	377	30	1.5	-36	99.9
			PROF	M	1645	56	2.4	-43	99.9
			PROF	F	704	54	2.3	-24	99.3
			SALE	M	220	3	1.0	-10	99.8
			SALE	F	78	4	1.3	-6	96.7
			CLER	M	471	91	1.5	-171	99.9
			CLER	F	5756	836	13.4	631	99.9
			SERV	M	129	20	14.7	14	99.9
			SERV	F	7	1	.7	-3	93.8
636	TITLE INSURANCE	6	TOTL	M	315	15	1.7	-22	99.9
			TOTL	F	561	16	1.8	-13	98.5
			MGER	M	113	2	1.1	-6	98.1
			MGER	F	68	0	0.	-6	99.7
			PROF	M	37	1	1.0	-3	93.0
			PROF	F	66	0	0.	-3	96.7
			CLER	M	106	10	2.0	-11	99.4
			CLER	F	393	15	3.0	-1	57.9
639	INSURANCE CARRIERS NEC	4	TOTL	M	198	12	1.9	-14	99.6
			TOTL	F	432	61	9.7	40	99.9
			CLER	M	62	4	.9	-14	99.9
			CLER	F	371	57	13.2	43	99.9

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
64--INSURANCE AGENTS, BROKERS AND SERVICE									
641	INSURANCE AGENTS, BROKERS AND SERV.	18	TOTL	M	985	35	1.8	-45	99.9
			TOTL	F	927	92	4.8	29	99.9
			MGER	M	221	1	.4	-11	99.9
			MGER	F	53	8	2.9	-1	55.0
			PROF	M	290	6	1.5	-10	99.7
			PROF	F	99	7	1.8	-6	94.1
			SALE	M	123	5	3.6	-1	51.4
			SALE	F	14	0	0.	-5	98.9
			CLER	M	75	17	2.3	-14	98.9
			CLER	F	658	75	10.2	51	99.9
			CRAF	M	107	2	1.7	-3	87.9
			CRAF	F	13	0	0.	-4	98.1
			OPER	M	75	0	0.	-4	98.8
			OPER	F	31	0	0.	-3	97.0
65--REAL ESTATE									
651	REAL ESTATE OPER. AND LESSOR	3	TOTL	M	331	16	3.0	-6	82.2
			TOTL	F	198	8	1.5	-9	97.9
			MGER	M	78	1	1.0	-3	92.2
			MGER	F	22	0	0.	-3	96.3
			CLER	M	6	0	0.	-4	98.9
			CLER	F	101	6	5.6	2	93.2
			SERV	M	78	7	7.9	3	96.3
			SERV	F	11	0	0.	-3	94.7

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
653	REAL ESTATE AGENTS AND MANAGERS	7	TOTL	M	586	15	1.3	-33	99.9
			TOTL	F	551	22	1.9	-16	99.0
			SALE	M	376	5	1.0	-16	99.9
			SALE	F	133	4	.8	-13	99.9
			CLER	M	46	4	1.1	-11	99.9
			CLER	F	314	16	4.4	4	90.5
70--HOTELS AND OTHER LODGING PLACES									
701	HOTELS, MOTELS, AND TOURIST COURTS	30	TOTL	M	4881	965	11.1	599	99.9
			TOTL	F	3837	544	6.2	256	99.9
			MGER	M	474	44	6.6	16	99.8
			MGER	F	193	17	2.5	-5	72.3
			PROF	M	84	6	5.9	2	85.8
			PROF	F	18	0	0.	-3	96.5
			CLER	M	282	41	4.6	3	43.5
			CLER	F	612	55	6.2	25	99.9
			CRAF	M	200	26	12.1	17	99.9
			CRAF	F	14	0	0.	-7	99.9
			OPER	M	152	26	10.4	15	99.9
			OPER	F	99	17	6.8	9	99.8
			LABR	M	358	89	14.8	64	99.9
			LABR	F	245	49	8.1	29	99.9
			SERV	M	3196	724	12.7	485	99.9
			SERV	F	2487	397	7.0	209	99.9

TABLE A. RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
	72--PERSONAL SERVICES								
721	LAUNDRY, CLEANING, AND GARMENT SERV.	5	TOTL	M	320	2	.3	-30	99.9
			TOTL	F	431	11	1.5	-14	99.5
			SALE	M	58	0	0.	-3	94.3
			SALE	F	10	0	0.	-2	89.4
			CLER	M	0	0	0.	-2	85.5
			CLER	F	45	4	8.9	3	98.4
			OPER	M	133	2	.6	-12	99.9
			OPER	F	211	7	2.0	-4	87.8
			LABR	M	17	0	0.	-4	98.0
			LABR	F	76	0	0.	-3	95.4
			SERV	M	55	0	0.	-6	99.7
			SERV	F	83	0	0.	-5	98.9
	73--BUSINESS SERVICES								
731	ADVERTISING	11	TOTL	M	471	13	1.4	-27	99.9
			TOTL	F	489	18	1.9	-14	98.6
			MGER	M	89	1	.9	-4	94.8
			MGER	F	23	0	0.	-4	97.5
			PROF	M	242	6	1.7	-9	99.1
			PROF	F	109	2	.6	-10	99.9
			CLER	M	55	6	1.5	-11	99.7
			CLER	F	338	16	4.1	3	83.8
732	CREDIT REPORTING AND COLLECTION	3	TOTL	M	450	94	9.5	53	99.9
			TOTL	F	537	105	10.6	72	99.9

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SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975			ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
					ALL RACES	ASIAN	PERCENT ASIAN		
			CLER	M	206	82	12.0	53	99.9
			CLER	F	477	100	14.6	77	99.9
734	SERVICES TO BUILDINGS	8	TOTL	M	2800	301	8.9	159	99.9
			TOTL	F	579	27	.8	-85	99.9
			MGER	M	158	3	1.8	-4	92.3
			MGER	F	11	0	0.	-6	99.6
			CRAF	M	253	6	2.3	-5	91.3
			CRAF	F	4	0	0.	-8	99.9
			SERV	M	2273	282	10.3	167	99.9
			SERV	F	475	22	.8	-69	99.9
736	PERSONNEL SUPPLY SERVICES	5	TOTL	M	431	17	2.6	-11	96.6
			TOTL	F	235	44	6.6	22	99.9
			PROF	M	266	1	.4	-10	99.9
			PROF	F	3	0	0.	-9	99.9
			CLER	M	21	1	.6	-6	99.2
			CLER	F	144	15	9.1	10	99.9
			SERV	M	61	12	9.6	7	99.7
			SERV	F	64	27	21.6	23	99.9
737	COMPUTER AND DATA PROCESSING SERV.	20	TOTL	M	1330	146	6.1	45	99.9
			TOTL	F	1080	162	6.7	82	99.9
			MGER	M	344	18	4.3	0	59.6
			MGER	F	76	8	1.9	-6	93.4
			PROF	M	431	22	4.0	-1	15.8
			PROF	F	115	10	1.8	-8	94.5

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					EMPLOYMENT IN 1975				
SIC	INDUSTRY	NO. OF EMP	OCC	SX	ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			TECH	M	204	26	7.8	12	99.9
			TECH	F	130	8	2.4	-3	77.0
			SALE	M	103	1	.9	-4	95.3
			SALE	F	12	0	0.	-4	97.8
			CLER	M	265	61	7.0	24	99.9
			CLER	F	670	108	12.3	79	99.9
			CRAF	M	1	0	0.	-1	68.6
			CRAF	F	26	15	55.6	14	99.9
			OPER	M	41	18	19.6	14	99.9
			OPER	F	51	13	14.1	10	99.9
739	MISCELLANEOUS BUSINESS SERVICES	62	TOTL	M	9578	361	2.9	-157	99.9
			TOTL	F	2754	163	1.3	-244	99.9
			MGER	M	1017	20	1.8	-27	99.9
			MGER	F	108	3	.3	-34	99.9
			PROF	M	1698	82	4.4	4	34.6
			PROF	F	162	18	1.0	-43	99.9
			TECH	M	1219	67	4.5	6	56.9
			TECH	F	233	23	1.6	-25	99.9
			SALE	M	397	4	.7	-19	99.9
			SALE	F	151	11	2.0	-7	91.0
			CLER	M	377	26	1.4	-51	99.9
			CLER	F	1449	78	4.3	18	98.0
			CRAF	M	297	14	3.9	-1	54.2
			CRAF	F	62	5	1.4	-7	97.8
			OPER	M	543	17	2.0	-18	99.8
			OPER	F	361	14	1.7	-14	99.2

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SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			LABR	M	928	31	3.2	-10	88.9
			LABR	F	48	1	.1	-31	99.9
			SERV	M	3102	100	3.0	-40	99.9
			SERV	F	240	10	.3	-100	99.9
	75--AUTO REPAIR, SERVICES, AND GARAGES								
751	AUTOMOTIVE RENTALS WITHOUT DRIVERS	5	TOTL	M	307	7	1.2	-17	99.9
			TOTL	F	258	3	.5	-16	99.9
			MGER	M	62	0	0.	-3	95.5
			MGER	F	12	1	1.4	-1	70.1
			SALE	M	20	0	0.	-6	99.7
			SALE	F	120	0	0.	-5	99.0
			CLER	M	14	0	0.	-4	98.2
			CLER	F	82	1	1.0	-2	82.5
			LABR	M	135	5	3.0	-2	69.6
			LABR	F	31	1	.6	-4	97.3
752	AUTOMOBILE PARKING	4	TOTL	M	303	43	13.1	29	99.9
			TOTL	F	26	0	0.	-11	99.9
			LABR	M	54	4	7.4	2	92.0
			LABR	F	0	0	0.	-2	83.2
			SERV	M	188	36	19.0	28	99.9
			SERV	F	1	0	0.	-6	99.8

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SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975			ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
					ALL RACES	ASIAN	PERCENT ASIAN		
78--MOTION PICTURES									
783	MOTION PICTURE THEATERS	6	TOTL	M	797	32	2.0	-36	99.9
			TOTL	F	818	23	1.4	-30	99.9
			MGER	M	124	0	0.	-7	99.9
			MGER	F	34	0	0.	-5	99.5
			TECH	M	81	0	0.	-3	96.7
			TECH	F	0	0	0.	-3	93.1
			SALE	M	41	1	.6	-6	99.5
			SALE	F	136	1	.6	-5	98.0
			CRAF	M	23	0	0.	-6	99.6
			CRAF	F	108	0	0.	-4	[illegible].7
			OPER	M	75	0	0.	-3	96.4
			OPER	F	4	0	0.	-3	92.6
			SERV	M	432	28	3.2	-9	87.3
			SERV	F	451	18	2.0	-11	96.4
79--AMUSEMENT AND RECREATION SERVICES									
792	PRODUCERS, ORCHESTRAS, ENT.	3	TOTL	M	612	13	1.4	-26	99.9
			TOTL	F	313	12	1.3	-19	99.9
			PROF	M	312	6	1.3	-13	99.9
			PROF	F	137	4	.9	-11	99.9
			TECH	M	135	0	0.	-6	99.8
			TECH	F	10	0	0.	-5	99.2
			CRAF	M	55	0	0.	-4	97.5
			CRAF	F	33	1	1.1	-2	78.6

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SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
80--HEALTH SERVICES									
805	NURSING AND PERSONAL CARE FAC	8	TOTL	M	368	49	2.5	-34	99.9
			TOTL	F	1608	185	9.4	120	99.9
			MGER	M	37	2	2.5	-1	66.1
			MGER	F	44	0	0.	-3	93.1
			PROF	M	39	1	.3	-13	99.9
			PROF	F	292	33	10.0	22	99.9
			TECH	M	23	0	0.	-4	98.1
			TECH	F	71	7	7.4	4	98.6
			CLER	M	16	0	0.	-7	99.9
			CLER	F	149	7	4.2	2	81.6
			SERV	M	236	45	3.5	-9	78.8
			SERV	F	1049	138	10.7	96	99.9
806	HOSPITALS	35	TOTL	M	5788	778	3.1	-272	99.9
			TOTL	F	19217	1853	7.4	1028	99.9
			MGER	M	620	34	2.1	-34	99.9
			MGER	F	1010	49	3.0	-5	49.3
			PROF	M	1068	180	2.2	-170	99.9
			PROF	F	7328	920	11.0	645	99.9
			TECH	M	833	81	2.6	-52	99.9
			TECH	F	2327	154	4.9	50	99.9
			CLER	M	420	75	1.7	-112	99.9
			CLER	F	4029	248	5.6	101	99.9
			CRAF	M	433	21	3.9	-2	30.7
			CRAF	F	111	0	0.	-18	99.9

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PER-CENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFI-DENCE
			OPER	M	136	21	5.3	4	87.7
			OPER	F	262	21	5.3	8	98.4
			LABR	M	91	6	2.7	-3	82.1
			LABR	F	131	1	.5	-6	99.5
			SERV	M	2234	360	5.8	99	99.9
			SERV	F	3990	460	7.4	255	99.9
807	MEDICAL AND DENTAL LABORATORIES	3	TOTL	M	152	15	3.7	-2	63.3
			TOTL	F	254	39	9.6	26	99.9
			PROF	M	31	1	.8	-4	96.0
			PROF	F	88	18	15.1	14	99.9
			TECH	M	49	11	10.4	7	99.8
			TECH	F	57	11	10.4	8	99.9
			CLER	M	13	0	0.	-4	98.2
			CLER	F	82	7	7.4	4	98.5
809	HEALTH AND ALLIED SERVICES, NEC	4	TOTL	M	1077	158	3.6	-27	95.7
			TOTL	F	3325	283	6.4	138	99.9
			MGER	M	134	5	2.1	-5	93.0
			MGER	F	102	9	3.8	1	74.3
			PROF	M	357	65	5.3	13	94.3
			PROF	F	872	119	9.7	78	99.9
			TECH	M	187	17	2.8	-8	91.4
			TECH	F	420	30	4.9	10	97.7
			CLER	M	252	55	3.3	-15	93.1
			CLER	F	1412	88	5.3	33	99.9

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

					EMPLOYMENT IN 1975			ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
SIC	INDUSTRY	NO. OF EMP	OCC	SX	ALL RACES	ASIAN	PERCENT ASIAN		
			CRAF	M	41	7	15.6	5	99.9
			CRAF	F	4	0	0.	-1	77.9
			SERV	M	66	7	1.2	-17	99.9
			SERV	F	515	37	6.4	18	99.9
81--LEGAL SERVICES									
811	LEGAL SERVICES	8	TOTL	M	577	27	1.7	-40	99.9
			TOTL	F	1022	56	3.5	3	34.9
			PROF	M	387	3	.7	-16	99.9
			PROF	F	59	2	.4	-13	99.9
			TECH	M	6	0	0.	-3	92.0
			TECH	F	54	1	1.7	-1	58.9
			CLER	M	158	24	2.3	-20	99.8
			CLER	F	884	53	5.1	19	99.9
83--SOCIAL SERVICES									
832	INDIVIDUAL AND FAMILY SERVICES	3	TOTL	M	87	3	1.1	-8	99.6
			TOTL	F	184	19	7.0	10	99.9
			PROF	M	34	1	1.0	-3	92.2
			PROF	F	66	2	2.0	-1	64.1
			CLER	M	3	0	0.	-4	98.4
			CLER	F	95	17	17.3	14	99.9
836	RESIDENTIAL CARE	3	TOTL	M	165	33	6.4	11	98.9
			TOTL	F	347	29	5.7	12	99.7
			CLER	M	3	0	0.	-2	80.4
			CLER	F	35	4	10.5	3	99.2

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

SIC	INDUSTRY	NO. OF EMP	OCC	SX	EMPLOYMENT IN 1975 ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			LABR	M	29	7	10.6	4	99.2
			LABR	F	37	1	1.5	-1	64.0
			SERV	M	80	22	7.6	10	99.6
			SERV	F	211	24	8.2	14	99.9
	86--MEMBERSHIP ORGANIZATIONS								
862	PROFESSIONAL ORGANIZATIONS	3	TOTL	M	228	7	.8	-29	99.9
			TOTL	F	621	38	4.5	10	94.5
			PROF	M	44	0	0.	-3	92.0
			PROF	F	16	0	0.	-2	86.2
			CLER	M	80	4	.7	-20	99.9
			CLER	F	496	28	4.9	9	96.4
	89--MISCELLANEOUS SERVICES								
891	ENGINEERING AND ARCHITECTURAL SERV	25	TOTL	M	10511	1293	9.4	713	99.9
			TOTL	F	3290	266	1.9	-189	99.9
			MGER	M	2346	99	4.1	-2	16.5
			MGER	F	60	3	.1	-76	99.9
			PROF	M	6399	910	13.2	621	99.9
			PROF	F	479	33	.5	-194	99.9
			TECH	M	988	232	17.7	177	99.9
			TECH	F	323	66	5.0	23	99.9
			CLER	M	458	48	1.7	-69	99.9
			CLER	F	2329	163	5.8	71	99.9
			CRAF	M	132	0	0.	-6	99.6
			CRAF	F	2	0	0.	-4	98.8

TABLE A . RESULTS OF THE STATISTICAL ANALYSIS FOR THE DISPARATE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY SEX, OCCUPATION AND INDUSTRY IN 1975

					EMPLOYMENT IN 1975				
SIC	INDUSTRY	NO. OF EMP	OCC	SX	ALL RACES	ASIAN	PERCENT ASIAN	ASIAN DEFICIT (-) OR SURPLUS (+)	LEVEL OF CONFIDENCE
			OPER	M	82	0	0.	-4	97.9
			OPER	F	10	0	0.	-3	95.2
			LABR	M	39	2	1.6	-3	89.5
			LABR	F	86	1	.8	-3	91.7
			SERV	M	55	0	0.	-2	90.5
			SERV	F	1	0	0.	-2	84.2
893	ACCOUNTING, BOOKKEEPING, AUDIT.	16	TOTL	M	1399	66	3.3	-17	94.6
			TOTL	F	582	62	3.1	-3	32.9
			MGER	M	281	6	2.0	-7	96.7
			MGER	F	18	0	0.	-10	99.9
			PROF	M	1029	48	4.0	-3	33.1
			PROF	F	185	24	2.0	-16	99.0
			CLER	M	72	11	2.5	-8	95.9
			CLER	F	372	37	8.3	22	99.9

APPENDIX B. RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

Shown here are the results of calculations for the persistent disparities in the employment of Asian Americans in the San Francisco-Oakland SMSA from 1970 to 1975. The calculations are based on 1970, 1973, and 1975 EEO-1 data from employers who reported in each year.

The table headings are as defined in Appendix A. An entry under "ASIAN DEFICIT (-) OR SURPLUS(+), 1975, 1973, 1970" is statistically significant at 90% or higher for all three years. No entry denotes a statistical significance of less than 90% for one or more years. The results are listed sequentially by SIC code of industry.

TABLE B . RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

			EMPLOYMENT IN 1975				ASIAN DEFICIT(-) OR SURPLUS(+)*		
SIC	INDUSTRY	NO. OF EMP	OCCP	SX	ALL RACES	ASIAN	1975	1973	1970
	17--SPECIAL TRADE CONTRACTORS								
179	MISC. SPECIAL TRADE CONTRACTORS	3	TOTL	M	368	7			
			TOTL	F	27	1	-12	-4	-6
	20--FOOD AND KINDRED PRODUCTS								
201	MEAT PRODUCTS	6	TOTL	M	563	9	-27	-26	-21
			TOTL	F	296	15	-13	-18	-17
			SALE	M	90	0	-4	-4	-3
			SALE	F	3	0			
			CRAF	M	92	1			
			CRAF	F	17	0	-4	-3	-4
			OPER	M	159	1	-11	-6	-8
			OPER	F	136	6			
			LABR	M	102	3	-5	-7	-4
			LABR	F	90	7			
202	DAIRY PRODUCTS	3	TOTL	M	368	4	-16	-19	-23
			TOTL	F	97	6	-9	-15	-17
			OPER	M	200	1	-8	-11	-12
			OPER	F	5	0	-7	-8	-9
203	PRESERVED FRUITS AND VEGETABLES	8	TOTL	M	1909	59	-74	-69	-59
			TOTL	F	1253	77	-27	-30	-40
			MGER	M	510	9	-16	-16	-16
			MGER	F	75	2	-17	-17	-15
			PROF	M	381	23			
			PROF	F	128	5	-12	-10	-10

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B . RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

SIC	INDUSTRY	NO. OF EMP	OCCP	SX	EMPLOYMENT IN 1975		ASIAN DEFICIT(-) OR SURPLUS(+)*		
					ALL RACES	ASIAN	1975	1973	1970
			CLER	M	97	7	-25	-25	-34
			CLER	F	670	65	39	32	24
			CRAF	M	263	3	-9	-9	-7
			CRAF	F	22	0	-9	-8	-7
			OPER	M	363	10			
			OPER	F	64	3	-11	-13	-13
			LABR	M	221	5	-15	-13	-10
			LABR	F	259	2	-14	-12	-15
204	GRAIN MILL PRODUCTS	3	TOTL	M	464	3	-26	-24	-14
			TOTL	F	229	3	-20	-18	-10
			OPER	M	203	1	-11	-7	-9
			OPER	F	73	1	-8	-6	-5
205	BAKERY PRODUCTS	5	TOTL	M	1829	18	-79	-69	-50
			TOTL	F	473	17	-59	-56	-39
			SALE	M	747	1	-34	-26	-16
			SALE	F	95	2	-26	-21	-11
			CLER	M	21	2	-4	-3	-2
			CLER	F	114	8	3	1	0
			CRAF	M	249	6	-6	-7	-5
			CRAF	F	37	1	-8	-8	-4
			OPER	M	541	5	-21	-14	-16
			OPER	F	78	1	-19	-16	-16
			LABR	M	59	1	-7	-8	-4
			LABR	F	134	5			

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B. RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

					EMPLOYMENT IN 1975		ASIAN DEFICIT(-) OR SURPLUS(+)*		
SIC	INDUSTRY	NO. OF EMP	OCCP	SX	ALL RACES	ASIAN	1975	1973	1970
			SERV	M	113	1	-4	-5	-6
			SERV	F	13	0	-4	-7	-5
208	BEVERAGES	5	TOTL	M	1136	35	-32	-41	-38
			TOTL	F	459	17	-36	-40	-33
			MGER	M	182	5			
			MGER	F	14	1	-5	-4	-2
			SALE	M	89	1			
			SALE	F	1	0	-3	-3	-2
			OPER	M	375	4	-17	-6	-11
			OPER	F	135	3	-14	-6	-8
			LABR	M	325	10	-8	-20	-16
			LABR	F	108	1	-13	-15	-12
209	MISC. FOODS AND KINDRED PRODUCTS	7	TOTL	M	853	46			
			TOTL	F	387	18	-23	-22	-33
			MGER	M	142	5			
			MGER	F	9	0	-5	-4	-4
			CLER	M	40	1	-8	-5	-7
			CLER	F	175	12			
			CRAF	M	151	1	-6	-6	-6
			CRAF	F	10	1	-4	-5	-4
			OPER	M	201	3	-7	-6	-18
			OPER	F	30	0	-8	-6	-12
			LABR	M	205	31	16	-8	-5
			LABR	F	140	2	-9	-8	-7

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B . RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

SIC	INDUSTRY	NO. OF EMP	OCCP	SX	EMPLOYMENT IN 1975		ASIAN DEFICIT(-) OR SURPLUS(+)*		
					ALL RACES	ASIAN	1975	1973	1970
	25--FURNITURE AND FIXTURES								
251	HOUSEHOLD FURNITURE	3	TOTL	M	649	85	44	39	57
			TOTL	F	304	19			
			CRAF	M	169	23	12	11	-7
			CRAF	F	69	5			
			OPER	M	247	49	33	30	56
			OPER	F	104	12			
	26--PAPER AND ALLIED PRODUCTS								
264	MISC. CONVERTED PAPER PRODUCTS	9	TOTL	M	1767	39	-63	-63	-65
			TOTL	F	662	22	-58	-48	-51
			MGER	M	200	1	-8	-5	-5
			MGER	F	7	0	-7	-4	-5
			SALE	M	94	0	-4	-4	-3
			SALE	F	12	0			
			CRAF	M	696	21	-9	-18	-14
			CRAF	F	23	0	-24	-19	-14
			OPER	M	456	5	-33	-29	-33
			OPER	F	452	13	-17	-21	-22
265	PAPERBOARD BOXES AND CONTAINERS	8	TOTL	M	1350	31	-47	-46	-62
			TOTL	F	517	34	-28	-31	-40
			MGER	M	401	1	-18	-10	-9
			MGER	F	40	2	-13	-8	-8
			CRAF	M	306	2	-11	-15	-13
			CRAF	F	3	0	-10	-11	-9

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B. RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

SIC	INDUSTRY	NO. OF EMP	OCCP	SX	EMPLOYMENT IN 1975 ALL RACES	EMPLOYMENT IN 1975 ASIAN	ASIAN DEFICIT(-) OR SURPLUS(+)* 1975	1973	1970
			OPER	M	168	3	-5	-13	-10
			OPER	F	25	0	-6	-13	-10
			LABR	M	97	1			
			LABR	F	57	1	-4	-3	-5
27--PRINTING AND PUBLISHING									
271	NEWSPAPERS	10	TOTL	M	3738	120	-81	-129	-122
			TOTL	F	1038	38	-120	-128	-109
			MGER	M	286	1	-12	-11	-8
			MGER	F	30	0	-10	-9	-5
			PROF	M	288	7	-8	-9	-8
			PROF	F	72	1	-11	-10	-9
			SALE	M	269	3	-16	-14	-23
			SALE	F	186	7	-8	-12	-21
			CLER	M	231	17	-16	-17	-16
			CLER	F	557	28			
			CRAF	M	1306	26	-43	-31	-44
			CRAF	F	130	1	-53	-24	-43
			OPER	M	767	41			
			OPER	F	20	0	-26	-38	-15
			LABR	M	233	17			
			LABR	F	4	1	-7	-19	-5
			SERV	M	117	6			
			SERV	F	33	0	-5	-5	-4
273	BOOKS	3	TOTL	M	191	6	-11	-8	-18
			TOTL	F	212	10			

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B . RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

					EMPLOYMENT IN 1975		ASIAN DEFICIT(-) OR SURPLUS(+)*		
SIC	INDUSTRY	NO. OF EMP	OCCP	SX	ALL RACES	ASIAN	1975	1973	1970
			MGER	M	62	0	-3	-2	-2
			MGER	F	21	1			
			CLER	M	13	0	-6	-5	-8
			CLER	F	119	8			
275	COMMERCIAL PRINTING	5	TOTL	M	729	14	-31	-25	-30
			TOTL	F	339	11	-24	-22	-25
			MGER	M	83	0	-4	-2	-2
			MGER	F	6	0			
			CLER	M	60	2	-8	-6	-5
			CLER	F	170	7			
			CRAF	M	322	6	-10	-8	-17
			CRAF	F	60	2	-11	-11	-12
			OPER	M	97	3			
			OPER	F	52	0	-5	-9	-8
	28--CHEMICALS AND ALLIED PRODUCTS								
281	INDUSTRIAL INORGANIC CHEM.	11	TOTL	M	2663	108	-28	-58	-87
			TOTL	F	573	49	-58	-63	-75
			MGER	M	533	8	-15	-15	-19
			MGER	F	21	1	-17	-17	-14
			PROF	M	487	42			
			PROF	F	62	10	-8	-11	-14
			TECH	M	181	21			
			TECH	F	35	3	-4	-6	-9
			CLER	M	123	10	-13	-10	-14
			CLER	F	420	35			

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B . RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

					EMPLOYMENT IN 1975		ASIAN DEFICIT(-) OR SURPLUS(+)*		
SIC	INDUSTRY	NO. OF EMP	OCCP	SX	ALL RACES	ASIAN	1975	1973	1970
			CRAF	M	624	6	-20	-17	-16
			CRAF	F	5	0	-21	-15	-14
			OPER	M	523	19			
			OPER	F	22	0	-18	-19	-18
			LABR	M	120	1	-4	-3	-8
			LABR	F	6	0	-4	-3	-7
282	PLASTICS MATERIALS AND SYNTHETICS	3	TOTL	M	139	3	-4	-6	-5
			TOTL	F	28	2	-4	-4	-5
285	PAINTS AND ALLIED PRODUCTS	4	TOTL	M	398	8	-13	-7	-10
			TOTL	F	93	3	-13	-16	-12
			CLER	M	6	0	-4	-4	-3
			CLER	F	83	3			
			OPER	M	173	2			
			OPER	F	3	0	-6	-4	-3
	29--PETROLEUM AND COAL PRODUCTS								
291	PETROLEUM REFINING	3	TOTL	M	1491	23	-43	-57	-69
			TOTL	F	87	3	-49	-50	-80
			MGER	M	286	0	-12	-10	-17
			MGER	F	3	0	-10	-9	-13
			TECH	M	93	4			
			TECH	F	2	0	-3	-3	-12
			CLER	M	46	0	-5	-13	-23
			CLER	F	71	1			

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B . RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

					EMPLOYMENT IN 1975		ASIAN DEFICIT(-) OR SURPLUS(+)*		
SIC	INDUSTRY	NO. OF EMP	OCCP	SX	ALL RACES	ASIAN	1975	1973	1970
			CRAF	M	584	6	-19	-22	-26
			CRAF	F	0	0	-19	-18	-21
			OPER	M	266	2	-9	-5	-8
			OPER	F	2	0	-9	-6	-6
295	PAVING AND ROOFING MATERIALS	3	TOTL	M	287	0	-13	-14	-13
			TOTL	F	20	0	-10	-11	-10
			OPER	M	108	0	-5	-5	-4
			OPER	F	0	0	-4	-4	-3
			LABR	M	72	0	-3	-4	-5
			LABR	F	0	0	-2	-3	-4
	32--STONE, CLAY, AND GLASS PRODUCTS								
322	GLASS AND GLASSWARE	4	TOTL	M	2038	73	-66	-79	-84
			TOTL	F	1274	24	-85	-87	-80
			MGER	M	204	0	-9	-7	-8
			MGER	F	7	0	-7	-7	-6
			CLER	M	38	2	-5	-8	-7
			CLER	F	120	3			
			CRAF	M	762	19	-15	-20	-20
			CRAF	F	36	2	-24	-23	-16
			OPER	M	493	29	-14	-42	-22
			OPER	F	533	10	-24	-36	-35
			LABR	M	387	17			
			LABR	F	550	8	-23	-12	-14
327	CONCRETE, GYPSUM, AND PLASTER PROD.	6	TOTL	M	764	14	-26	-101	-20
			TOTL	F	189	9	-22	-101	-28

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEAR

TABLE B . RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

					EMPLOYMENT IN 1975		ASIAN DEFICIT(-) OR SURPLUS(+)*		
SIC	INDUSTRY	NO. OF EMP	OCCP	SX	ALL RACES	ASIAN	1975	1973	1970
			MGER	M	147	0	-7	-21	-5
			MGER	F	10	0	-5	-16	-4
			PROF	M	74	10	5	15	4
			PROF	F	12	2			
			SALE	M	60	0	-3	-7	-2
			SALE	F	6	0			
			CLER	M	17	0	-7	-14	-4
			CLER	F	150	6			
			CRAF	M	236	1	-9	-26	-11
			CRAF	F	0	0	-8	-24	-9
			OPER	M	128	0	-5	-40	-5
			OPER	F	0	0	-4	-36	-6
33--PRIMARY METAL INDUSTRIES									
331	BLAST FURNACE AND BASIC STEEL PROD.	4	TOTL	M	3762	54	-115	-124	-140
			TOTL	F	254	0	-133	-124	-123
			MGER	M	346	1	-14	-11	-15
			MGER	F	1	0	-11	-12	-12
			PROF	M	160	5			
			PROF	F	4	0	-5	-3	-3
			TECH	M	69	6			
			TECH	F	6	0	-2	-3	-2
			CLER	M	140	2	-11	-6	-13
			CLER	F	177	0	-10	-10	-10
			CRAF	M	1021	6	-38	-41	-49
			CRAF	F	25	0	-35	-39	-40

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B . RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

SIC	INDUSTRY	NO. OF EMP	OCCP	SX	EMPLOYMENT IN 1975 ALL RACES	EMPLOYMENT IN 1975 ASIAN	ASIAN DEFICIT(-) OR SURPLUS(+)* 1975	1973	1970
			OPER	M	1268	16	-38	-46	-45
			OPER	F	23	0	-43	-42	-38
			LABR	M	453	8	-11	-14	-13
			LABR	F	5	0	-15	-14	-15
332	IRON AND STEEL FOUNDRIES	4	TOTL	M	593	6	-20	-18	-16
			TOTL	F	15	0	-20	-19	-15
			CRAF	M	108	1	-4	-4	-4
			CRAF	F	0	0	-4	-3	-3
			OPER	M	283	3			
			OPER	F	0	0	-9	-7	-4
			LABR	M	132	0	-6	-7	-6
			LABR	F	0	0	-4	-6	-5
	34--FABRICATED METAL PRODUCTS								
341	METAL CANS AND SHIPPING CONTAIN.	8	TOTL	M	2933	56	-98	-103	-116
			TOTL	F	722	15	-106	-104	-114
			MGER	M	253	2	-9	-10	-9
			MGER	F	6	1	-8	-8	-8
			CRAF	M	868	10	-27	-33	-37
			CRAF	F	16	1	-28	-31	-32
			OPER	M	1489	28	-54	-56	-50
			OPER	F	467	5	-60	-53	-54
			LABR	M	111	1	-6	-4	-12
			LABR	F	48	1	-4	-3	-10
344	FABRICATED STRUCTURAL METAL PROD.	8	TOTL	M	1490	51	-17	-17	-23
			TOTL	F	130	2	-51	-43	-30

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B . RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

SIC	INDUSTRY	NO. OF EMP	OCCP	SX	EMPLOYMENT IN 1975 ALL RACES	EMPLOYMENT IN 1975 ASIAN	ASIAN DEFICIT(-) OR SURPLUS(+)* 1975	1973	1970
			MGER	M	156	0	-7	-6	-7
			MGER	F	0	0	-5	-5	-5
			TECH	M	63	7	3	7	4
			TECH	F	5	1			
			SALE	M	62	0	-3	-3	-3
			SALE	F	6	0			
			CLER	M	35	0	-5	-5	-8
			CLER	F	93	0	-4	-4	11
			CRAF	M	540	19			
			CRAF	F	1	0	-18	-15	-13
			OPER	M	359	10			
			OPER	F	15	0	-12	-12	-12
35--MACHINERY, EXCEPT ELECTRICAL									
355	SPECIAL INDUSTRY MACHINERY	3	TOTL	M	812	31			
			TOTL	F	80	4	-25	-19	-19
			PROF	M	75	7	3	4	1
			PROF	F	2	0			
			CRAF	M	442	19			
			CRAF	F	1	0	-15	-12	-12
356	GENERAL INDUSTRIAL MACHINERY	5	TOTL	M	495	13	-14	-19	-11
			TOTL	F	158	4	-18	-26	-16
			CRAF	M	138	6			
			CRAF	F	3	0	-5	-6	-4
			OPER	M	67	2			
			OPER	F	20	0	-3	-6	-5

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B . RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

SIC	INDUSTRY	NO. OF EMP	OCCP	SX	EMPLOYMENT IN 1975 ALL RACES	 ASIAN	ASIAN DEFICIT(-) OR SURPLUS(+)* 1975	 1973	 1970
36--ELECTRIC AND ELECTRONIC EQUIPMENT									
364	ELECTRIC LIGHTING AND WIRING EQ.	3	TOTL	M	233	19			
			TOTL	F	48	1	-8	-9	-7
			CRAF	M	51	5	2	1	2
			CRAF	F	4	0			
			OPER	M	99	10			
			OPER	F	29	1	-3	-3	-3
366	COMMUNICATION EQUIPMENT	4	TOTL	M	1367	62	-36	-42	-122
			TOTL	F	967	44	-33	-38	-113
			MGER	M	198	2	-7	-5	-21
			MGER	F	15	1	-6	-5	-15
			PROF	M	143	11	3	1	6
			PROF	F	22	3			
			CRAF	M	241	1	-13	-9	-69
			CRAF	F	93	2	-9	-7	-59
			OPER	M	563	30	-19	-26	-31
			OPER	F	612	24	-15	-17	-34
367	ELECTRONIC COMPONENTS	4	TOTL	M	1951	110	-24	-31	-57
			TOTL	F	1249	64	-42	-48	-91
			MGER	M	351	4	-13	-14	-13
			MGER	F	47	2	-11	-12	-13
			PROF	M	558	37			
			PROF	F	31	2	-17	-11	-12
			TECH	M	327	35	18	20	17
			TECH	F	61	4	-9	-6	-10

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE 6 . RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

					EMPLOYMENT IN 1975		ASIAN DEFICIT(-) OR SURPLUS(+)*		
SIC	INDUSTRY	NO. OF EMP	OCCP	SX	ALL RACES	ASIAN	1975	1973	1970
			CLER	M	92	10	-14	-19	-26
			CLER	F	473	9	-10	-8	-10
			CRAF	M	361	14			
			CRAF	F	86	1	-14	-13	-21
			OPER	M	195	9	-22	-25	-17
			OPER	F	536	46			
	42--TRUCKING AND WAREHOUSING								
421	TRUCKING, LOCAL AND LONG DISTANCE	31	TOTL	M	7431	145	-199	-252	-196
			TOTL	F	759	25	-245	-273	-183
			MGER	M	877	11	-28	-29	-21
			MGER	F	53	0	-31	-28	-21
			SALE	M	155	2	-5	-9	-6
			SALE	F	8	0	-5	-6	-4
			CLER	M	400	30	-14	-12	-16
			CLER	F	636	25			
			CRAF	M	580	20			
			CRAF	F	0	0	-19	-26	-20
			OPER	M	4126	45	-130	-171	-115
			OPER	F	42	0	-138	-160	-101
			LABR	M	1128	31	-16	-19	-20
			LABR	F	2	0	-37	-39	-34

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B. RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

					EMPLOYMENT IN 1975		ASIAN DEFICIT(-) OR SURPLUS(+)*		
SIC	INDUSTRY	NO. OF EMP	OCCP	SX	ALL RACES	ASIAN	1975	1973	1970
	45--TRANSPORTATION BY AIR								
451	CERTIFICATED AIR TRANSPORTATION	13	TOTL	M	7554	459			
			TOTL	F	3986	201	-180	-210	-166
			MGER	M	795	29			
			MGER	F	112	6	-24	-23	-16
			PROF	M	2564	19	-95	-99	-74
			PROF	F	156	6	-84	-84	-69
			TECH	M	445	14	-6	-9	-6
			TECH	F	41	2	-14	-13	-12
			SALE	M	317	22	-10	-11	-15
			SALE	F	445	24			
			CRAF	M	1438	120	58	34	39
			CRAF	F	16	0	-48	-50	-33
			OPER	M	550	58	34	23	28
			OPER	F	6	1	-17	-14	-17
			LABR	M	301	47	32	37	28
			LABR	F	38	1	-10	-7	-6
			SERV	M	762	110	-28	-41	-28
			SERV	F	2535	109			
	48--COMMUNICATION								
483	RADIO AND TV BROADCASTING	8	MGER	M	148	3	-5	-4	-4
			MGER	F	44	5			
			TECH	M	301	11			
			TECH	F	13	1	-9	-9	-9

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B. RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

					EMPLOYMENT IN 1975		ASIAN DEFICIT(-) OR SURPLUS(+)*		
SIC	INDUSTRY	NO. OF EMP	OCCP	SX	ALL RACES	ASIAN	1975	1973	1970
	50--WHOLESALE TRADE-DURABLE GOODS								
501	MOTOR VEHICLES AND AUTOMOTIVE EQ.	10	TOTL	M	710	13	-23	-27	-22
			TOTL	F	144	7	-21	-24	-15
			MGER	M	104	0	-4	-4	-4
			MGER	F	0	0	-3	-4	-3
			CLER	M	194	6	-8	-10	-8
			CLER	F	134	7			
			OPER	M	136	3			
			OPER	F	1	0	-5	-3	-3
506	ELECTRICAL GOODS	6	TOTL	M	954	30	-26	-20	-19
			TOTL	F	389	19	-25	-13	-16
			MGER	M	215	3			
			MGER	F	9	0	-7	-5	-4
			SALE	M	221	2	-8	-6	-7
			SALE	F	21	1	-7	-6	-5
			CLER	M	95	5	-14	-8	-12
			CLER	F	346	18			
508	MACHINERY, EQ. AND SUPPLIES	20	TOTL	M	1730	45	-44	-35	-71
			TOTL	F	395	20	-50	-56	-72
			MGER	M	300	1	-12	-10	-14
			MGER	F	14	0	-10	-7	-10
			PROF	M	121	0	-6	-4	-7
			PROF	F	19	2			
			TECH	M	256	11			
			TECH	F	21	3	-6	-11	-18

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B . RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

					EMPLOYMENT IN 1975		ASIAN DEFICIT(-) OR SURPLUS(+)*		
SIC	INDUSTRY	NO. OF EMP	OCCP	SX	ALL RACES	ASIAN	1975	1973	1970
			SALE	M	372	7	-10	-13	-19
			SALE	F	30	1	-12	-15	-17
			CRAF	M	437	12	-7	-7	-9
			CRAF	F	4	0	-15	-15	-14
			OPER	M	116	1			
			OPER	F	0	0	-4	-4	-3
509	MISCELLANEOUS DURABLE GOODS	4	SALE	M	83	2			
			SALE	F	11	0	-3	-3	-3
	53--GENERAL MERCHANDISE STORES								
531	DEPARTMENT STORES	10	TOTL	M	5773	266	-481	-339	-311
			TOTL	F	12018	494			
			MGER	M	1368	37	-69	-38	-34
			MGER	F	1147	34	-49	-34	-24
			SALE	M	1653	60	-238	-176	-155
			SALE	F	5437	174	-60	-55	-55
			CLER	M	397	25	-160	-92	-82
			CLER	F	4001	193			
			OPER	M	431	17	-11	-21	-12
			OPER	F	233	24			
			SERV	M	485	47			
			SERV	F	365	8	-20	-12	-10
533	VARIETY STORES	3	TOTL	M	629	18	-61	-63	-51
			TOTL	F	1260	57			

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B . RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

					EMPLOYMENT IN 1975		ASIAN DEFICIT(-) OR SURPLUS(+)*		
SIC	INDUSTRY	NO. OF EMP	OCCP	SX	ALL RACES	ASIAN	1975	1973	1970
			MGER	M	193	6			
			MGER	F	145	2	-9	-8	-6
			SALE	M	114	2	-32	-34	-26
			SALE	F	704	27			
			CLER	M	24	2	-8	-8	-9
			CLER	F	223	7			
			SERV	M	240	8	-10	-10	-8
			SERV	F	180	21			
	54--FOOD STORES								
541	GROCERY STORES	7	TOTL	M	9788	521			
			TOTL	F	3403	85	-350	-267	-369
			MGER	M	1564	76			
			MGER	F	83	1	-53	-37	-29
			PROF	M	318	18			
			PROF	F	68	5	-8	-4	-5
			SALE	M	3697	284			
			SALE	F	1868	40	-144	-113	-210
			CLER	M	121	10	-28	-23	-23
			CLER	F	795	26			
			CRAF	M	920	59	18	30	16
			CRAF	F	21	1	-30	-25	-24
			OPER	M	1233	30	-33	-24	-18
			OPER	F	265	2	-47	-41	-61
			LABR	M	1601	29	-45	-35	-20
			LABR	F	154	4	-54	-41	-21

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B . RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

					EMPLOYMENT IN 1975		ASIAN DEFICIT(-) OR SURPLUS(+)*		
SIC	INDUSTRY	NO. OF EMP	OCCP	SX	ALL RACES	ASIAN	1975	1973	1970
			SERV	M	238	9			
			SERV	F	128	2	-10	-8	-13
58--EATING AND DRINKING PLACES									
581	EATING AND DRINKING PLACES	13	TOTL	M	2683	453	241	222	249
			TOTL	F	2349	140			
			MGER	M	370	46	26	17	15
			MGER	F	71	6	-9	-7	-6
			CLER	M	9	2			
			CLER	F	110	9	4	4	3
			SERV	M	2232	402	219	205	231
			SERV	F	2111	119			
59--MISCELLANEOUS RETAIL									
591	DRUG STORES AND PROPRIETARY STORES	4	TOTL	M	1109	100			
			TOTL	F	1230	52	-25	-33	-23
			MGER	M	319	19			
			MGER	F	83	3	-10	-11	-5
			PROF	M	128	33	26	22	15
			PROF	F	24	13			
			SALE	M	469	42			
			SALE	F	807	26	-16	-19	-18
			CLER	M	48	1	-11	-10	-6
			CLER	F	239	6			

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B . RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

					EMPLOYMENT IN 1975		ASIAN DEFICIT(-) OR SURPLUS(+)*		
SIC	INDUSTRY	NO. OF EMP	OCCP	SX	ALL RACES	ASIAN	1975	1973	1970
	60--BANKING								
602	COMMERCIAL AND STOCK SAV. BANKS	12	TOTL	M	11745	1678	393	321	-47
			TOTL	F	18836	3362	2352	1833	861
			MGER	M	5112	254	-63	-58	-71
			MGER	F	2430	198	-51	-116	-99
			TECH	M	784	72	21	12	5
			TECH	F	399	60			
			CLER	M	3439	938			
			CLER	F	14038	2528	1950	1833	976
			CRAF	M	456	66			
			CRAF	F	73	10	-7	-6	-6
			OPER	M	1154	311	194	61	41
			OPER	F	1611	545			
	61--CREDIT AGENCIES OTHER THAN BANKS								
612	SAVINGS AND LOAN ASSOCIATIONS	7	TOTL	M	337	17			
			TOTL	F	468	42	14	51	9
			CLER	M	52	8			
			CLER	F	389	41	25	34	11
	62--SECURITY, COMMODITY BROKERS AND SERVICES								
621	SECURITY BROKERS AND DEALERS	12	MGER	M	182	6			
			MGER	F	15	1	-5	-15	-5
			SALE	M	573	20			
			SALE	F	14	0	-19	-62	-14

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B . RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

SIC	INDUSTRY	NO. OF EMP	OCCP	SX	EMPLOYMENT IN 1975		ASIAN DEFICIT(-) OR SURPLUS(+)*		
					ALL RACES	ASIAN	1975	1973	1970
63--INSURANCE CARRIERS									
631	LIFE INSURANCE	11	TOTL	M	1631	122	-31	-56	-49
			TOTL	F	2018	250	129	95	51
			MGER	M	345	8	-10	-11	-10
			MGER	F	94	7	-7	-5	-6
			SALE	M	743	59	25	10	13
			SALE	F	49	7	-19	-24	-23
			CLER	M	145	28	-35	-47	-53
			CLER	F	1363	192	141	128	82
633	FIRE, MARINE, AND CASUALTY INSURANCE	21	TOTL	M	1327	69	-77	-73	-62
			TOTL	F	2157	315	199	186	131
			MGER	M	385	8	-12	-12	-8
			MGER	F	99	12			
			SALE	M	114	0	-6	-5	-3
			SALE	F	33	2			
			CLER	M	135	24	-55	-44	-44
			CLER	F	1739	258	205	201	138
636	TITLE INSURANCE	3	TOTL	M	163	8	-9	-10	-8
			TOTL	F	241	6			
			CLER	M	59	4	-6	-12	-6
			CLER	F	189	6			

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B . RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

					EMPLOYMENT IN 1975		ASIAN DEFICIT(-) OR SURPLUS(+)*		
SIC	INDUSTRY	NO. OF EMP	OCCP	SX	ALL RACES	ASIAN	1975	1973	1970
64--INSURANCE AGENTS, BROKERS AND SERVICE									
641	INSURANCE AGENTS, BROKERS AND SERV.	8	TOTL	M	429	10	-29	-31	-26
			TOTL	F	498	41			
			PROF	M	187	3	-8	-6	-6
			PROF	F	68	6			
			SALE	M	89	1	-3	-6	-3
			SALE	F	10	0			
			CLER	M	34	6	-11	-14	-12
			CLER	F	362	32	18	14	6
70--HOTELS AND OTHER LODGING PLACES									
701	HOTELS, MOTELS, AND TOURIST COURTS	7	TOTL	M	2164	380	224	355	193
			TOTL	F	1536	191			
			SERV	M	1434	303	200	329	185
			SERV	F	1006	157			
72--PERSONAL SERVICES									
721	LAUNDRY, CLEANING, AND GARMENT SERV.	3	TOTL	M	148	0	-17	-18	-17
			TOTL	F	266	5			
			OPER	M	57	0	-6	-8	-7
			OPER	F	86	4			
			LABR	M	17	0	-4	-5	-3
			LABR	F	76	0			
			SERV	M	46	0	-5	-4	-3
			SERV	F	71	0	-4	-3	-2

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B . RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

					EMPLOYMENT IN 1975		ASIAN DEFICIT(-) OR SURPLUS(+)*		
SIC	INDUSTRY	NO. OF EMP	OCCP	SX	ALL RACES	ASIAN	1975	1973	1970
	73--BUSINESS SERVICES								
731	ADVERTISING	7	TOTL	M	338	8	-18	-16	-16
			TOTL	F	287	11	-10	-8	-8
			PROF	M	171	4			
			PROF	F	71	2	-6	-5	-4
			CLER	M	35	3	-7	-7	-6
			CLER	F	199	9			
732	CREDIT REPORTING AND COLLECTION	3	TOTL	M	450	94			
			TOTL	F	537	105	71	56	14
			CLER	M	206	82			
			CLER	F	477	100	76	60	20
734	SERVICES TO BUILDINGS	6	TOTL	M	2562	289	158	191	176
			TOTL	F	527	22	-80	-64	-63
			MGER	M	149	3			
			MGER	F	11	0	-5	-5	-2
			SERV	M	2073	270	164	194	1[illegible]
			SERV	F	431	17	-66	-58	-60
739	MISCELLANEOUS BUSINESS SERVICES	13	TOTL	M	3530	129	-46	-43	-63
			TOTL	F	646	40	-98	-98	-81
			MGER	M	298	2	-11	-11	-12
			MGER	F	19	3	-7	-8	-9
			PROF	M	668	24			
			PROF	F	42	7	-16	-17	-21

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B. RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

					EMPLOYMENT IN 1975		ASIAN DEFICIT(-) OR SURPLUS(+)*		
SIC	INDUSTRY	NO. OF EMP	OCCP	SX	ALL RACES	ASIAN	1975	1973	1970
			TECH	M	426	22			
			TECH	F	64	7	-9	-10	-6
			CLER	M	121	7	-13	-13	-15
			CLER	F	356	16			
			CRAF	M	128	2	-3	-5	-4
			CRAF	F	0	0	-4	-3	-3
			SERV	M	725	36			
			SERV	F	125	7	-21	-47	-40
80--HEALTH SERVICES									
806	HOSPITALS	25	TOTL	M	4394	596	-193	-110	-141
			TOTL	F	14388	1363	742	451	329
			MGER	M	445	25	-27	-12	-12
			MGER	F	785	36			
			PROF	M	844	152	-116	-100	-97
			PROF	F	5534	657	446	257	204
			TECH	M	596	52	-44	-16	-23
			TECH	F	1678	115	39	61	28
			CLER	M	299	51	-89	-66	-71
			CLER	F	3032	194	83	44	44
			CRAF	M	324	18			
			CRAF	F	97	0	-14	-5	-7
			OPER	M	98	18			
			OPER	F	128	16	8	5	6
			SERV	M	1724	274	71	62	58
			SERV	F	3083	344	184	90	54

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

TABLE B. RESULTS OF THE STATISTICAL ANALYSIS FOR PERSISTENT DISPARITIES IN THE EMPLOYMENT OF ASIAN-AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, 1970 TO 1975

SIC	INDUSTRY	NO. OF EMP	OCCP	SX	EMPLOYMENT IN 1975		ASIAN DEFICIT(-) OR SURPLUS(+)*		
					ALL RACES	ASIAN	1975	1973	1970
81--LEGAL SERVICES									
811	LEGAL SERVICES	3	PROF	M	189	1	-8	-6	-4
			PROF	F	24	1	-6	-3	-3
			CLER	M	103	18			
			CLER	F	482	34	14	6	9
89--MISCELLANEOUS SERVICES									
891	ENGINEERING AND ARCHITECTURAL SERV	10	TOTL	M	4627	474	211	123	52
			TOTL	F	1623	124	-82	-37	-34
			MGER	M	1190	56			
			MGER	F	18	2	-38	-10	-4
			PROF	M	2583	315	191	109	35
			PROF	F	243	21	-76	-34	-23
			TECH	M	446	97	71	29	29
			TECH	F	153	32			
			CLER	M	232	6	-51	-7	-9
			CLER	F	1118	68			
893	ACCOUNTING, BOOKKEEPING, AUDIT.	13	MGER	M	242	6	-5	-6	-5
			MGER	F	16	0	-9	-7	-6
			PROF	M	934	44			
			PROF	F	169	22	-14	-17	-20
			CLER	M	55	8	-7	-8	-7
			CLER	F	298	27	14	15	5

*LEVEL OF CONFIDENCE ≥90 PERCENT IN ALL 3 YEARS

APPENDIX C. EMPLOYMENT AND PARITY PROFILES FOR ASIAN AMERICANS IN THE SAN FRANCISCO-OAKLAND SMSA, BY INDUSTRY, 1975.

The profile resembles a job tree showing where Asians are employed (X), their numbers expected from race parity alone (P), and their numbers expected from both race and sex parity (I). The profiles here compare Asian American employment with race and sex parity, by occupation in industry in the San Francisco-Oakland SMSA in 1975, based on EEO-1 data.

The profile shows high-status employees at the top (managers and professionals) and low-status employees at the bottom (laborers and service workers). (It can be argued that craftspersons should be below professionals rather than above the other blue-collar occupations.) The X, P and I profiles are obtained as follows:

X-Profile - this merely plots the number of Asians, by sex, in each occupation. Example: Figure C-1, Residential Building Construction, shows 2 Asian male professionals and 6 Asian female clerks.

P-Profile - the p's are obtained by multiplying the total number of all races employed by the race parity proportion for Asians (0.075 for the SMSA in 1975). Example: Figure C-1 shows 16 Asian male managers and one Asian female manager expected from race parity alone (from 215 male managers of all races x 0.075 = 16 and from 9 female managers of all races x 0.075 = 0.7 ≅ 1). Thus, the P-profile shows parity for Asians based on the number of all races, by sex, in each occupation. Note that since the

P-profile is directly proportional to the occupational profile of all races, by sex, it thus also shows the sex distribution of occupations in the industry. Example: the P-profile for Asian females in Figure C-1 shows that the females in the industry mostly are clerks.

I-Profile - And finally, to show both race and sex parity, the numbers obtained from the P-profile for Asian males and Asian females are summed and then re-allocated by their labor force distribution (56% male and 44% female for Asians in the SMSA in 1975. See Section 2.2, page 31). This yields the I-profile. Example: as discussed before, the P-profile in Figure C-1 for managers shows 16 Asian males and one Asian female for race parity. The I-profile is calculated from 16 + 1 = 17 and re-allocating 0.56 x 17 = 10 for the males and 0.44 x 17 = 7 for the females. This gives the race and sex parity I-profile for Asian managers, by sex, in the Residential Building Construction industry.

The difference between the X-profile and the I-profile graphically shows departure from parity. Patterns are readily seen. Statistical tests (Section 2.3) determine the level of significance of disparities uncovered.

Other entries in the profile denote:

NO. EMPLOYERS - the number of employers who reported the EEO-1 data for the industry.

TOT MALES - the total number of males of all races employed.

TOT FEMALES - the total number of females of all races employed.

TOTAL - the total number of all races and both sexes employed.

ASIAN MALES - the total number of Asian males employed.

PC OF TOT - the number of Asian males employed as a percentage of all races and both sexes employed.

ASIAN FEMALES - the total number of Asian females employed.

PC OF TOT - the number of Asian females employed as a percentage of all races and both sexes employed.

In sum, the profiles show how Asians are employed in each industry, versus what parity employment would be. The profiles are presented sequentially by SIC code of industry.

```
 * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

         FIGURE C-1  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                        FOR SIC 152  RESIDENTIAL BUILDING CONSTRUCTION

              NO. OF ASIAN FEMALES                                                                      NO. OF ASIAN MALES

                                     10               0     0             10             20             30            40
=======================================I==============I=====I==============I==============I==============I==============I=============
     NO. EMPLOYERS  15                                =     =
                                                     P=MANA-=PPPPPPPPPPPPPPPPPPPPPP
      TOT MALES    1689                    IIIIIIIIII=GER  =IIIIIIIIIIIIII
    TOT FEMALES     219                              =     =
           TOTAL   1908                              =     =
                                                      =     =XXX
                                                     P=PROF.=PPPPPPPP
                                                  IIII=     =IIIII
                                                      =     =
                                                      =     =
     ASIAN MALES      15                              =     =X
  PC OF TOT    .8                                   P=TECH.=PPP
   ASIAN FEMALES       6                             I=     =II
  PC OF TOT    .3                                    =     =
                                                      =     =
                                                      =     =
                                                    PP=SALES=PPP
                                                    II=     =III
                                                      =     =
                                                      =     =
                                             XXXXXXXXX=     =XXXX
                                     PPPPPPPPPPPPPPPPP=CLERK=PPPP
                                             IIIIIIIII=     =IIIIIIIIIIIII
                                                      =     =
                                                      =     =
                                                      =     =XXXXXXX
                                                      =CRAFT=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                         IIIIIIIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                      =     =
                                                      =     =
                                                      =     =XXXXXX
                                                     P=OPER-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                      IIIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIIIIIIII
                                                      =     =
                                                      =     =
                                                      =     =
                                                     P=LABOR=PPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                          IIIIIIIIIIII=     =IIIIIIIIIIIIIIIII
LEGEND ---                                            =     =
   XXXX - EXISTING PROFILE                            =     =
   PPPP - RACIAL PARITY ONLY                          =     =
   IIII - RACE AND SEX PARITY                       PP=SERV.=P
 * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *


         FIGURE C-2   EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 171  PLUMBING, HEATING, AIR CONDITIONING

              NO. OF ASIAN FEMALES                                                NO. OF ASIAN MALES

                           10          5          0     0          5         10         15         20         25         30
============================[==========[==========[=====[==========[==========[==========[==========[==========[==========[==
     NO. EMPLOYERS   5                            =     =XX
                                                 P=MANA-=PPPP
      TOT MALES     574                         II=GER  =III
    TOT FEMALES      47                           =     =
          TOTAL     621                           =     =
                                                  =     =XX
                                                 P=PROF.=PPPPPPP
                                               III=     =IIII
                                                  =     =
                                                  =     =
     ASIAN MALES     13                           =     =XX
  PC OF TOT  2.1                                  =TECH.=P
   ASIAN FEMALES     2                           I=     =I
  PC OF TOT   .3                                  =     =
                                                  =     =
                                                  =     =
                                                  =SALES=P
                                                 I=     =I
                                                  =     =
                                                  =     =
                                              XXXX=     =XXXXXXX
                                            PPPPPP=CLERK=P
                                               III=     =IIII
                                                  =     =
                                                  =     =
                                                  =     =XXXXXXXXXXXXXXX
                                                  =CRAFT=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                      IIIIIIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                  =     =
                                                  =     =
                                                  =     =
                                                  =OPER-=PPP
                                                 I=ATIVE=II
                                                  =     =
                                                  =     =
                                                  =     =
                                                  =LABOR=PPPPP
                                                II=     =III
LEGEND ---                                        =     =
  XXXX - EXISTING PROFILE                         =     =
  PPPP - RACIAL PARITY ONLY                       =     =
  IIII - RACE AND SEX PARITY                      =SERV.=PP
                                                 I=WRKR.=I
```

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* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *


         FIGURE C-3   EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 162  HEAVY CONSTRUCTION, EXCEPT HIGHWAY
                                                                                                          NO. OF ASIAN MALES
              NO. OF ASIAN FEMALES
                               20           0     0          20         40         60         80        100        120        140
==============================[===========[=====[==========[==========[==========[==========[==========[==========[==========[=
     NO. EMPLOYERS  10                     =     =XXXX
                                          P=MANA-=PPPPPPPPPPPP
      TOT MALES   2477                IIIII=GER  =IIIIIII
    TOT FEMALES    471                     =     =
          TOTAL   2948                     =     =
                                         XX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
                                          P=PROF.=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                         IIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIII
                                           =     =
                                           =     =
     ASIAN MALES   198                   XX=     =XXXXXXXXXXXXX
  PC OF TOT  6.7                          P=TECH.=PPPPPPPP
    ASIAN FEMALES    17                 III=     =IIIII
  PC OF TOT    .6                          =     =
                                           =     =
                                           =     =
                                           =SALES=P
                                          I=     =I
                                           =     =
                                           =     =
                                     XXXXXX=     =XXXX
                           PPPPPPPPPPPPPPPP=CLERK=PPPPP
                                  IIIIIIIII=     =IIIIIIIIIIIII
                                           =     =
                                           =     =
                                           =     =XX
                                           =CRAFT=PPPPPPPPP
                                       IIII=     =IIIII
                                           =     =
                                           =     =
                                           =     =XXX
                                          P=OPER-=PPPPPPPPPPPPPP
                                     IIIIII=ATIVE=IIIIIIII
                                           =     =
                                           =     =
                                           =     =X
                                          P=LABOR=PPPPP
                                         II=     =III
LEGEND ---                                 =     =
  XXXX - EXISTING PROFILE                  =     =
  PPPP - RACIAL PARITY ONLY                =     =
  IIII - RACE AND SEX PARITY              P=SERV.=
                                          I=WRKR.=I
```

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 * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

         FIGURE C-4   EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 205  BAKERY PRODUCTS

              NO. OF ASIAN FEMALES                                                                NO. OF ASIAN MALES

                                     20             0     0             20             40             60             80
======================================[==============[=====[==============[==============[==============[==============[=====
     NO. EMPLOYERS  13                               =     =XXX
                                                   PP=MANA-=PPPPPPPPPPPPP
      TOT MALES   3551                         IIIIII=GER  =IIIIIIIII
    TOT FEMALES    920                               =     =
          TOTAL   4471                               =     =
                                                     =     =X
                                                    P=PROF.=P
                                                    I=     =I
                                                     =     =
                                                     =     =
     ASIAN MALES     39                             XX=     =X
  PC OF TOT   .9                                    P=TECH.=P
   ASIAN FEMALES     29                             I=     =I
  PC OF TOT   .6                                     =     =
                                                     =     =
                                                   XX=     =XXXX
                                             PPPPPPPP=SALES=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP 265 PPP
                      IIIIIIIIIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                     =     =
                                                     =     =
                                          XXXXXXXXXXX=     =XXX
                                            PPPPPPPPP=CLERK=PPPPPPP
                                              IIIIIII=     =IIIIIIIIII
                                                     =     =
                                                     =     =
                                                    X=     =XXXXXXXX
                                                  PPP=CRAFT PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                       IIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIII
                                                     =     =
                                                     =     =
                                                    X=     =XXXXXXXXX
                                            PPPPPPPPP=OPER-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                      IIIIIIIIIIIIIIIIIIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                     =     =
                                                     =     =
                                               XXXXXX=     =X
                                   PPPPPPPPPPPPPPPPPP=LABOR=PPPPPP
                                           IIIIIIIIII=     =IIIIIIIIIIIIII
LEGEND ---                                           =     =
  XXXX - EXISTING PROFILE                            =     =
  PPPP - RACIAL PARITY ONLY                          =     =X
  IIII - RACE AND SEX PARITY                        P=SERV.=PPPPPPPPPPP
                                                IIIII=WRKR.=IIIIIII
 * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

         FIGURE C-5   EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 208  BEVERAGES

              NO. OF ASIAN FEMALES                                                               NO. OF ASIAN MALES

                             20          10           0     0          10          20          30          40          50
==============================[===========[===========[=====[===========[===========[===========[===========[===========[====
     NO. EMPLOYERS  17                               X=     =XXXXXXXXXX
                                                    PP=MANA-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
      TOT MALES   2237                  IIIIIIIIIIIIII=GER  =IIIIIIIIIIIIIIIIIIII
    TOT FEMALES    739                                =     =
          TOTAL   2976                                =     =
                                                    XX=     =XXXXXXXX
                                                    PP=PROF.=PPPPP
                                                   III=     =IIII
                                                      =     =
                                                      =     =
     ASIAN MALES    66                         XXXXXXX=     =XXXXXXX
  PC OF TOT  2.2                                    PP=TECH.=PPPP
   ASIAN FEMALES    38                             III=     =IIII
  PC OF TOT  1.3                                      =     =
                                                      =     =
                                                      =     =XXXXXXXXXX
                                                     P=SALES=PPPPPPPPPPPPPPPPPPPPPPPPPPP
                                           IIIIIIIIIII=     =IIIIIIIIIIIIIIII
                                                      =     =
                                                      =     =
                             XXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXX
                             PPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPP
                                         IIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIII
                                                      =     =
                                                      =     =
                                                  XXXX=     =XXXXXX
                                                     P=CRAFT=PPPPPPPPPPPPP
                                                IIIIII=     =IIIIIIII
                                                      =     =
                                                      =     =
                                                  XXXX=     =XXXXXXXXXXXXXXXXX
                                        PPPPPPPPPPPPPP=OPER-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                       IIIIIIIIIIIIIIIIIIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                      =     =
                                                      =     =
                                                    XX=     =XXXXXXXXXXXXXX
                                       PPPPPPPPPPPPPPP=LABOR=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                              IIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
 LEGEND ---                                           =     =
   XXXX - EXISTING PROFILE                            =     =
   PPPP - RACIAL PARITY ONLY                          =     =
   IIII - RACE AND SEX PARITY                        P=SERV.=P
                                                     I=WRKR.=I
 * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

          FIGURE C-6    EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                         FOR SIC 232  MEN'S AND BOYS' FURNISHINGS

               NO. OF ASIAN FEMALES                                                                    NO. OF ASIAN MALES

                            120         100         80          60         40          20          0     0          20         40
==============================[===========[==========[===========[==========[===========[==========[=====[===========[==========[==
     NO. EMPLOYERS     4                                                                         XX=     =XXXX
                                                                                                 PP=MANA-=PPPPPPPP
      TOT MALES    1259                                                                        IIII=GER  =IIIIII
    TOT FEMALES    1210                                                                            =     =
           TOTAL   2469                                                                            =     =
                                                                                                XXX=     =XXXXXXXXXXX
                                                                                               PPPP=PROF.=PPPPPP
                                                                                               IIII=     =IIIIII
                                                                                                   =     =
                                                                                                   =     =
     ASIAN MALES    106                                                                          XX=     =XXXXX
  PC OF TOT   4.3                                                                                 P=TECH.=P
   ASIAN FEMALES    306                                                                           I=     =I
  PC OF TOT 12.4                                                                                   =     =
                                                                                                   =     =
                                                                                                   =     =XXXX
                                                                                                  P=SALES=PPPPPPPPPPPPPPPPPPPPPPP
                                                                                        IIIIIIIIIII=     =IIIIIIIIIIIIII
                                                                                                   =     =
                                                                                                   =     =
                                          XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXXX
                                                                               PPPPPPPPPPPPPPPPPPPP=CLERK=PPPPP
                                                                                         IIIIIIIIII=     =IIIIIIIIIIIIII
                                                                                                   =     =
                                                                                                   =     =
                                                                 XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XX
                                                                                              PPPPP=CRAFT=P
                                                                                                III=     =IIII
                                                                                                   =     =
                                                                                                   =     =
                        XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXXXXX
                                                                                      PPPPPPPPPPPPP=OPER-=PP
                                                                                             IIIIII=ATIVE=IIIIIIIII
                                                                                                   =     =
                                                                                                   =     =
                                                                                                  X=     =
                                                                                                  P=LABOR=PP
                                                                                                  I=     =II
LEGEND ---                                                                                         =     =
  XXXX - EXISTING PROFILE                                                                          =     =
  PPPP - RACIAL PARITY ONLY                                                                       X=     =X
  IIII - RACE AND SEX PARITY                                                                      P=SERV.=P
                                                                                                  I=WRKR.=I
```

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* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *


       FIGURE C-7   EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                    FOR SIC 233  WOMEN'S AND MISSES' OUTERWEAR
                                                                                        NO. OF ASIAN MALES
            NO. OF ASIAN FEMALES
                   400       350       300       250       200       150       100        50        0     0    50
********************I=========I=========I=========I=========I=========I=========I=========I=====I=====I
                                                                                                   X=     =X
    NO. EMPLOYERS  5                                                                               P=MANA-=P
                                                                                                   I=GER  =I
     TOT MALES   364                                                                                =     =
   TOT FEMALES   919                                                                                =     =
        TOTAL   1283                                                                               X=     =
                                                                                                   P=PROF.=P
                                                                                                   I=     =I
                                                                                                    =     =
                                                                                                    =     =
                                                                                                   X=     =
    ASIAN MALES   53                                                                               P=TECH.=P
  PC OF TOT 4.1                                                                                    I=     =I
   ASIAN FEMALES 452                                                                                =     =
  PC OF TOT 35.2                                                                                    =     =
                                                                                                    =     =
                                                                                                   P=SALES=P
                                                                                                   I=     =I
                                                                                                    =     =
                                                                                                    =     =
                                                                                               XXXXX=     =X
                                                                                                  PP=CLERK=P
                                                                                                   I=     =I
                                                                                                    =     =
                                                                                                    =     =
                                                                                                   X=     =XXXXX
                                                                                                   P=CRAFT=P
                                                                                                   I=     =I
                                                                                                    =     =
                                                                                                    =     =
                     XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXX
                                                                                          PPPPPPPPPP=OPER-=PP
                                                                                               IIIII=ATIVE=IIIIIII
                                                                                                    =     =
                                                                                                    =     =
                                                                                                  XX=     =
                                                                                                   P=LABOR=P
                                                                                                   I=     =I
                                                                                                    =     =
 LEGEND ---                                                                                         =     =
  XXXX - EXISTING PROFILE                                                                           =     =X
  PPPP - RACIAL PARITY ONLY                                                                        P=SERV.=P
  IIII - RACE AND SEX PARITY                                                                       I=WRKR.=I
 * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *


         FIGURE C-8    EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 265  PAPERBOARD CONTAINERS AND BOXES

              NO. OF ASIAN FEMALES                                                                  NO. OF ASIAN MALES

                                20              10               0     0               10              20              30
=================================[===============[===============[=====[===============[===============[===============[======
     NO. EMPLOYERS   14                                       XXX=     =XX
                                                            PPPPP=MANA-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP PPPPPP
      TOT MALES    1860                   IIIIIIIIIIIIIIIIIIIIIII=GER  =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
    TOT FEMALES     609                                          =     =
          TOTAL    2469                                          =     =
                                                           XXXXXX=     =XXXXXXXX
                                                           PPPPPP=PROF.=PPPPPPPPPPPPPPPPPPPP
                                                      IIIIIIIIIII=     =IIIIIIIIIIIIIII
                                                                 =     =
                                                                 =     =
     ASIAN MALES     39                                       XXX=     =XXXXXXXXXXX
  PC OF TOT  1.6                                               PP=TECH.=PPPPPPP
   ASIAN FEMALES     36                                      IIII=     =IIIII
  PC OF TOT  1.5                                                 =     =
                                                                 =     =
                                                                 =     =
                                                                P=SALES=PPPPPPPPPPPP
                                                            IIIII=     =IIIIIIII
                                                                 =     =
                                                                 =     =
                     XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXXXXXXXXXX
                      PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPPPPPP
                                           IIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                                 =     =
                                                                 =     =
                                                                 =     =XXXXXX
                                                                P=CRAFT=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                           IIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                                 =     =
                                                                 =     =
                                                                 =     =XXXXXXXXXX
                                                             PPPP=OPER-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                             IIIIIIIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIIIIIIIIIII
                                                                 =     =
                                                                 =     =
                                                              XXX=     =XXX
                                                       PPPPPPPPPP=LABOR=PPPPPPPPPPPPPPPPPPP
                                                     IIIIIIIIIIII=     =IIIIIIIIIIIIIIIII
LEGEND ---                                                       =     =
  XXXX - EXISTING PROFILE                                        =     =
  PPPP - RACIAL PARITY ONLY                                      =     =XXX
  IIII - RACE AND SEX PARITY                                    P=SERV.=PP
                                                                I=WRKR.=I
```

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* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * 

         FIGURE C-9   EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                      FOR SIC 264  MISC. CONVERTED PAPER PRODUCTS
                                                                                                       NO. OF ASIAN MALES
              NO. OF ASIAN FEMALES
                              40              20              0     0              20              40              60
=============================|===============|===============|=====|===============|===============|===============|==========
                                                            =     =XX
      NO. EMPLOYERS  17                                    P=MANA-=PPPPPPPPPPPPPPPPPPPPP
                                                  IIIIIIIIII=GER  =IIIIIIIIIIIIII
        TOT MALES    3268                                   =     =
      TOT FEMALES    1369                                   =     =
            TOTAL    4637                                   =     =
                                                           X=     =XX
                                                           P=PROF.=PPPPP
                                                          II=     =III
                                                            =     =
                                                            =     =
                                                          XX=     =
       ASIAN MALES     80                                  P=TECH.=PP
     PC OF TOT   1.7                                       I=     =II
      ASIAN FEMALES    67                                   =     =
     PC OF TOT   1.4                                        =     =
                                                           X=     =XX
                                                          PP=SALES=PPPPPPPPPPPPPPPPPPPPPPPPPP
                                                IIIIIIIIIIII=     =IIIIIIIIIIIIIIII
                                                            =     =
                                                            =     =
                                               XXXXXXXXXXXXX=     =XXXXX
                                    PPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPPPPP
                                               IIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIII
                                                            =     =
                                                            =     =
                                                          XX=     =XXXXXXXXXXXXXXXXXXXXXXXX
                                                         PPP=CRAFT=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                  IIIIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                            =     =
                                                            =     =
                                  XXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXXXXX
                      PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=OPER-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                         IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                            =     =
                                                            =     =
                                                     XXXXXXX=     =XXXXXXXXXXXXXX
                                                    PPPPPPPP=LABOR=PPPPPPPPPPPPPPPPPP
                                                 IIIIIIIIIII=     =IIIIIIIIIIIIIII
                                                            =     =
     LEGEND ---                                             =     =
       XXXX - EXISTING PROFILE                             X=     =
       PPPP - RACIAL PARITY ONLY                           P=SERV.=P
       IIII - RACE AND SEX PARITY                          I=WRKR.=I
```

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* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

         FIGURE C-10  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 271  NEWSPAPERS

              NO. OF ASIAN FEMALES                                                                   NO. OF ASIAN MALES

                              40         20          0     0         20         40         60         80         100
===============================I==========I==========I=====I==========I==========I==========I==========I==========I===========
     NO. EMPLOYERS  14                               =     =X
                                                    P=MANA-=PPPPPPPPPPPPPP
      TOT MALES    4344                        IIIIII=GER  =IIIIIIIII
    TOT FEMALES    1282                              =     =
          TOTAL    5626                              =     =
                                                   XX=     =XXXXX
                                                PPPPP=PROF.=PPPPPPPPPPPPPPPPPP
                                           IIIIIIIIII=     =IIIIIIIIIIIIII
                                                     =     =
                                                     =     =
     ASIAN MALES    128                              =     =XX
  PC OF TOT  2.3                                    P=TECH.=PPP
   ASIAN FEMALES    50                             II=     =II
  PC OF TOT   .9                                     =     =
                                                     =     =
                                                 XXXX=     =XX
                                            PPPPPPPPP=SALES=PPPPPPPPPPPP
                                            IIIIIIIII=     =IIIIIIIIIIII
                                                     =     =
                                                     =     =
                                 XXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXX
                           PPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPPPPPPPP
                                     IIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIII
                                                     =     =
                                                     =     =
                                                    X=     =XXXXXXXXXXXXXXX
                                               PPPPPP=CRAFT=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                       IIIIIIIIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                     =     =
                                                     =     =
                                                     =     =XXXXXXXXXXXXXXXXXXXXXXXX
                                                    P=OPER-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                      IIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIIII
                                                     =     =
                                                     =     =
                                                    X=     =XXXXXXXXXX
                                                    P=LABOR=PPPPPPPPPPP
                                                IIIII=     =IIIIIII
LEGEND ---                                           =     =
  XXXX - EXISTING PROFILE                            =     =
  PPPP - RACIAL PARITY ONLY                          =     =XXX
  IIII - RACE AND SEX PARITY                        P=SERV.=PPPPP
                                                  III=WRKR.=IIII
```

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* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

         FIGURE C-11  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 281  INDUSTRIAL INORGANIC CHEMICALS
                                                                                                  NO. OF ASIAN MALES
              NO. OF ASIAN FEMALES
                               40              20               0     0              20              40              60
================================I===============I===============I=====I===============I===============I===============I=======
                                                               X=     =XXXXXXXXX
     NO. EMPLOYERS  21                                        PP=MANA-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
      TOT MALES   3764                       IIIIIIIIIIIIIIIIIII=GER  =IIIIIIIIIIIIIIIIIIIIIIIIII
    TOT FEMALES    784                                          =     =
          TOTAL   4548                                          =     =
                                                       XXXXXXXXX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
                                                            PPPP=PROF.=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                                IIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIII
                                                                =     =
                                                                =     =
      ASIAN MALES   139                                    XXXXX=     =XXXXXXXXXXXXXXXXXX
   PC OF TOT  3.1                                            PPP=TECH.=PPPPPPPPPPPPPP
    ASIAN FEMALES     69                                 IIIIIII=     =IIIIIIIIII
   PC OF TOT  1.5                                               =     =
                                                                =     =
                                                                =     =X
                                                               P=SALES=PPPPP
                                                              II=     =III
                                                                =     =
                                                                =     =
                       XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXX
                               PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPPPPPPP
                                              IIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIII
                                                                =     =
                                                                =     =
                                                                =     =XXXXXXXXXXX
                                                               P=CRAFT=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                         IIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                                =     =
                                                                =     =
                                                                =     =XXXXXXXXXXXXXXXXXXXXX
                                                               P=OPER-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                              IIIIIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIIIIIIIIII
                                                                =     =
                                                                =     =
                                                                =     =X
                                                               P=LABOR=PPPPPPPPPPP
                                                           IIIII=     =IIIIIII
 LEGEND ---                                                     =     =
   XXXX - EXISTING PROFILE                                      =     =
   PPPP - RACIAL PARITY ONLY                                    =     =
   IIII - RACE AND SEX PARITY                                   =SERV.=PP
                                                               I=WRKR.=I
 * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *


         FIGURE C-12  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 291  PETROLEUM REFINING

              NO. OF ASIAN FEMALES                                                               NO. OF ASIAN MALES

                                       50                  0     0                 50                100                150
========================================[==================[=====[==================[==================[==================[==
     NO. EMPLOYERS   6                                    X≡     ≡
                                                          P≡MANA-≡PPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
      TOT MALES   7147                        IIIIIIIIIIIII≡GER  ≡IIIIIIIIIIIIIIIII
    TOT FEMALES   1169                                     ≡     ≡
          TOTAL   8316                                     ≡     ≡
                                                        XXX≡     ≡XXXXXXXXXXXXXXX
                                                       PPPP≡PROF.≡PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                      IIIIIIIIIIIIIIIIIIIII≡     ≡IIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                           ≡     ≡
                                                           ≡     ≡
     ASIAN MALES   140                                   XX≡     ≡XXXXXXXXX
  PC OF TOT  1.7                                         PP≡TECH.≡PPPPPPPPPPPP
   ASIAN FEMALES   113                               IIIIII≡     ≡IIIIIIII
  PC OF TOT  1.4                                           ≡     ≡
                                                           ≡     ≡
                                                           ≡     ≡
                                                           ≡     ≡
                                                           ≡SALES≡P
                                                          I≡     ≡I
                                                           ≡     ≡
                                                           ≡     ≡
                       XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX≡     ≡XXXXXXXXX
                                    PPPPPPPPPPPPPPPPPPPPPPP≡CLERK≡PPPPPPPPPPP
                                             IIIIIIIIIIIIII≡     ≡IIIIIIIIIIIIIIIIIII
                                                           ≡     ≡
                                                           ≡     ≡
                                                           ≡     ≡XXXX
                                                          P≡CRAFT≡PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                  IIIIIIIIIIIIIIIIIIIIIIIII≡     ≡IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                           ≡     ≡
                                                           ≡     ≡
                                                           ≡     ≡XXX
                                                          P≡OPER-≡PPPPPPPPPPPPPPPPPPPPP
                                                  IIIIIIIII≡ATIVE≡IIIIIIIIIIII
                                                           ≡     ≡
                                                           ≡     ≡
                                                           ≡     ≡X
                                                          P≡LABOR≡PPPP
                                                         II≡     ≡III
LEGEND ---                                                 ≡     ≡
  XXXX - EXISTING PROFILE                                  ≡     ≡
  PPPP - RACIAL PARITY ONLY                                ≡     ≡XXXXXXXXXXX
  IIII - RACE AND SEX PARITY                              P≡SERV.≡PPPPP
                                                         II≡WRKR.≡III
 * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

         FIGURE C-13  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 322  GLASS AND GLASSWARE, PRESSED OR BLOWN
                                                                                                  NO. OF ASIAN MALES
              NO. OF ASIAN FEMALES
                               30        20        10         0     0        10        20        30        40        50
================================I=========I=========I=========I=====I=========I=========I=========I=========I=========I======
                                                              =     =
     NO. EMPLOYERS   4                                       P=MANA-=PPPPPPPPPPPPPPP
                                                        IIIIII=GER  =IIIIIIIII
      TOT MALES   2038                                        =     =
    TOT FEMALES   1274                                        =     =
          TOTAL   3312                                       X=     =XXXX
                                                             P=PROF.=PPPP
                                                            II=     =III
                                                              =     =
                                                              =     =
     ASIAN MALES    73                                        =     =X
  PC OF TOT  2.2                                             P=TECH.=PP
   ASIAN FEMALES    24                                       I=     =I
  PC OF TOT   .7                                              =     =
                                                              =     =
                                                              =     =
                                                             P=SALES=P
                                                             I=     =I
                                                              =     =
                                                              =     =
                                                           XXX=     =XX
                                                     PPPPPPPPP=CLERK=PPP
                                                         IIIII=     =IIIIIII
                                                              =     =
                                                              =     =
                                                            XX=     =XXXXXXXXXXXXXXXXXXX
                                                           PPP=CRAFT=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                      IIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                              =     =
                                                              =     =
                                                    XXXXXXXXXX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXX
                        PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=OPER-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                               IIIIIIIIIIIIIIIIIIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                              =     =
                                                              =     =
                                                      XXXXXXXX=     =XXXXXXXXXXXXXXXXX
                       PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=LABOR=PPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                 IIIIIIIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
 LEGEND ----                                                  =     =
   XXXX - EXISTING PROFILE                                    =     =
   PPPP - RACIAL PARITY ONLY                                  =     =X
   IIII - RACE AND SEX PARITY.                               P=SERV.=PPPPP
                                                            II=WRKR.=III
  * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *


         FIGURE C-14  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 327  CONCRETE, GYPSUM, AND PLASTER PRODUCTS

              NO. OF ASIAN FEMALES                                                            NO. OF ASIAN MALES

                        20           10            0     0           10           20           30           40           50
=========================I============I============I=====I============I============I============I============I============I===
     NO. EMPLCYERS  10                          XXX=     =X
                                                 PP=MANA-=PPPPPPPPPPPPPPPPPPPPPPPPPPP
      TOT MALES   2039                 IIIIIIIIIIII=GER  =IIIIIIIIIIIIIIIII
    TOT FEMALES    320                              =     =
          TOTAL   2359                              =     =
                                                XXX=     =XXXXXXXXXXXXX
                                                  P=PROF.=PPPPPPPPPP
                                              IIIII=     =IIIIIII
                                                   =     =
                                                   =     =
     ASIAN MALES    20                          XXX=     =XXXX
  PC OF TOT   .8                                  P=TECH.=PPPPPP
   ASIAN FEMALES    17                          III=     =IIII
  PC OF TOT   .7                                   =     =
                                                   =     =
                                                   =     =
                                                  P=SALES=PPPPPPPPPP
                                               IIII=     =IIIIII
                                                   =     =
                                                   =     =
                                     XXXXXXXXXXXXXX=     =
                          PPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPPPPP
                                      IIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIII
                                                   =     =
                                                   =     =
                                                   =     =XXX
                                                   =CRAFT=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                 IIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIII
                                                   =     =
                                                   =     =
                                                   =     =XXXX
                                                  P=OPER-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                      IIIIIIIIIIIIIIIIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                   =     =
                                                   =     =
                                                   =     =
                                                  P=LABOR=PPPPPPPPPPPPPP
                                             IIIIII=     =IIIIIIII
LEGEND ---                                         =     =
  XXXX - EXISTING PROFILE                          =     =
  PPPP - RACIAL PARITY ONLY                        =     =X
  IIII - RACE AND SEX PARITY                      P=SERV.=P
                                                  I=WRKR.=I
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* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

        FIGURE C-15 EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                      FOR SIC 331  BLAST FURNACE AND BASIC STEEL PRODUCTS

             NO. OF ASIAN FEMALES                                                           NO. OF ASIAN MALES

                        40           20           0     0            20           40           60           80           100
========================[============[============[=====[============[============[============[============[============[==
     NO. EMPLOYERS    8                           =     =XX
                                                 P=MANA-=PPPPPPPPPPPPPPPPPPPPP
      TOT MALES   4270                   IIIIIIIII=GER  =IIIIIIIIIIIII
    TOT FEMALES    434                            =     =
          TOTAL   4704                            =     =
                                                 X=     =XXXX
                                                 P=PROF.=PPPPPPPPPP
                                             IIIII=     =IIIIIII
                                                  =     =
                                                  =     =
     ASIAN MALES     74                          X=     =XXXXXX
  PC OF TOT  1.6                                 P=TECH.=PPPP
   ASIAN FEMALES    13                          II=     =II
  PC OF TOT   .3                                  =     =
                                                  =     =
                                                  =     =
                                                 P=SALES=PPPP
                                                II=     =II
                                                  =     =
                                                  =     =
                                            XXXXXX=     =X
                                    PPPPPPPPPPPPPP=CLERK=PPPPPPP
                                         IIIIIIIII=     =IIIIIIIIIIII
                                                  =     =
                                                  =     =
                                                  =     =XXXXX
                                                 P=CRAFT=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                             IIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                  =     =
                                                  =     =
                                                 X=     =XXXXXXXXXXXXXXXXX
                                                PP=OPER-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                     IIIIIIIIIIIIIIIIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                  =     =
                                                  =     =
                                                  =     =XXXXX
                                                 P=LABOR=PPPPPPPPPPPPPPPPPPPPP
                                         IIIIIIIII=     =IIIIIIIIIIIII
 LEGEND ---                                       =     =
   XXXX - EXISTING PROFILE                        =     =XXXXXXX
   PPPP - RACIAL PARITY ONLY                     P=SERV.=PPPPPPPPPPPPPP
   IIII - RACE AND SEX PARITY               IIIIII=WRKR.=IIIIIIII
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         FIGURE C-16 EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 332  IRON AND STEEL FOUNDRIES

              NO. OF ASIAN FEMALES
                                                                                                  NO. OF ASIAN MALES

                         20            10             0     0            10            20            30            40
*=========================[=============I=============I=====[=============[=============[=============[=============[========
     NO. EMPLOYERS   9                                =     =
                                                     P=MANA-=PPPPPPPPPP
      TOT MALES   1303                            IIII=GER  =IIIIII
    TOT FEMALES    112                                =     =
          TOTAL   1415                                =     =
                                                      =     =
                                                     P=PROF.=PP
                                                     I=     =I
                                                      =     =
                                                      =     =
     ASIAN MALES    26                                =     =X
  PC OF TOT  1.8                                     P=TECH.=P
   ASIAN FEMALES    23                               I=     =I
  PC OF TOT  1.6                                      =     =
                                                      =     =
                                                      =     =X
                                                     P=SALES=PPP
                                                     I=     =II
                                                      =     =
                                                      =     =
                                                      =     =
                                                 PPPPP=CLERK=PP
                                                   III=     =IIII
                                                      =     =
                                                      =     =
                                                      =     =XXX
                                                      =CRAFT=PPPPPPPPPPPPPPPPPPPPPPPPP
                                           IIIIIIIIIII=     =IIIIIIIIIIIIIII
                                                      =     =
                                                      =     =
                      XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXX
                                                 PPPPP=OPER-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                         IIIIIIIIIIIIIIIIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                      =     =
                                                      =     =
                                                      =     =X
                                                      =LABOR=PPPPPPPPPPPPPPPPPPPPPP
                                             IIIIIIIII=     =IIIIIIIIIIIII
LEGEND ---                                            =     =
  XXXX - EXISTING PROFILE                             =     =
  PPPP - RACIAL PARITY ONLY                           =     =X
  IIII - RACE AND SEX PARITY                          =SERV.=P
                                                     I=WRKR.=I
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      FIGURE C-17  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                   FOR SIC 341  METAL CANS AND SHIPPING CONTAINERS
                                                                              NO. OF ASIAN MALES
             NO. OF ASIAN FEMALES
              50                        0     0                       50                       100
===============[========================[=====[========================[========================[============
      NO. EMPLOYERS  14                X=     =XX
                                       P=MANA-=PPPPPPPPPPPP
        TOT MALES    3996         IIIII=GER  =IIIIIII
       TOT FEMALES    880              =     =
             TOTAL   4876              =     =
                                       X=     =XXXX
                                       P=PROF.=PPPPPP
                                     III=     =IIII
                                        =     =
                                        =     =
        ASIAN MALES      80             =     =X
     PC OF [illegible]T   1.6          P=TECH.=P
      ASIAN [illegible]EMALES      18  I=     =I
     PC OF TOT    .4                    =     =
                                        =     =
                                        =     =X
                                       P=SALES=P
                                       I=     =I
                                        =     =
                                        =     =
                                     XXX=     =XXXX
                                 PPPPPPP=CLERK=PPP
                                    IIII=     =IIIII
                                        =     =
                                        =     =
                                       X=     =XXXXXXXX
                                       P=CRAFT=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                        IIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIII
                                        =     =
                                        =     =
                                      XX=     =XXXXXXXXXXXXXXX
                        PPPPPPPPPPPPPPPP=OPER-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
      IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                        =     =
                                        =     =
                                       X=     =XX
                                    PPPP=LABOR=PPPPPPPPP
                                  IIIIII=     =IIIIIIII
                                        =     =
                                        =     =
LEGEND ---                              =     =X
  XXXX - EXISTING PROFILE              P=SERV.=P
  PPPP - RACIAL PARITY ONLY            I=WRKR.=I
  IIII - RACE AND SEX PARITY
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         FIGURE C-18  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 344  FABRICATED STRUCTURAL METAL PRODUCTS

              NO. OF ASIAN FEMALES                                                                  NO. OF ASIAN MALES

                                   20              0     0             20             40             60             80
===================================I===============I=====I==============I==============I==============I==============I==========
     NO. EMPLOYERS  20                             =     =X
                                                  P=MANA-=PPPPPPPPPPPPPPPP
      TOT MALES    2946                       IIIIIII=GER  =IIIIIIIIII
    TOT FEMALES    268                             =     =
          TOTAL   3214                             =     =
                                                  X=     =XXXXXXXXXX
                                                  P=PROF.=PPPPPPP
                                                III=     =IIII
                                                   =     =
                                                   =     =
     ASIAN MALES    80                            X=     =XXXXXXX
  PC OF TOT  2.5                                  P=TECH.=PPPPPPP
   ASIAN FEMALES     6                          III=     =IIIII
  PC OF TOT   .2                                   =     =
                                                   =     =
                                                   =     =X
                                                  P=SALES=PPPPPPP
                                                III=     =IIII
                                                   =     =
                                                   =     =
                                                XXX=     =XXX
                                         PPPPPPPPPP=CLERK=PPPP
                                             IIIIII=     =IIIIIIII
                                                   =     =
                                                   =     =
                                                   =     =XXXXXXXXXXXXXXXXXXXXXXX
                                                  P=CRAFT=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                      IIIIIIIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                   =     =
                                                   =     =
                                                   =     =XXXXXXXXXX
                                                 PP=OPER-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                      IIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIII
                                                   =     =
                                                   =     =
                                                   =     =XXXXX
                                                  P=LABOR=PPPPPPPPPPPPPPPPPP
                                           IIIIIIII=     =IIIIIIIIIII
LEGEND ---                                         =     =
  XXXX - EXISTING PROFILE                          =     =
  PPPP - RACIAL PARITY ONLY                        =     =
  IIII - RACE AND SEX PARITY                       =SERV.=P
                                                  I=WRKR.=I
 * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

         FIGURE C-19  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                      FOR SIC 356  GENERAL INDUSTRIAL MACHINERY

              NO. OF ASIAN FEMALES                                                             NO. OF ASIAN MALES

                           20               10                0     0               10               20               30
============================[================[================[=====[================[================[================[======
                                                              =     =XXXXXXXX
     NO. EMPLOYERS  15                                       P=MANA-=PPPPPPPPPPPPPPPPPPPPPPP
                                                    IIIIIIIIII=GER  =IIIIIIIIIIIIII
      TOT MALES    1603                                       =     =
    TOT FEMALES    405                                        =     =
          TOTAL   2008                                      XX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXX
                                                            PP=PROF.=PPPPPPPPPPPPPPPPPPPPPPP
                                                   IIIIIIIIIII=     =IIIIIIIIIIIIIII
                                                              =     =
                                                              =     =
                                                            XX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
     ASIAN MALES     64                                     PP=TECH.=PPPPPPPPPPPPPPPPPPPPP
  PC OF TOT   3.2                                    IIIIIIIII=     =IIIIIIIIIIIII
     ASIAN FEMALES   15                                       =     =
  PC OF TOT    .7                                             =     =
                                                            XX=     =
                                                             P=SALES=PPPPPPPPPPPPP
                                                        IIIIII=     =IIIIIIII
                                                              =     =
                                                              =     =
                                          XXXXXXXXXXXXXXXXXXXX=     =XXXXXXXX
                       PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPPPPPPPPPPP
                                        IIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                              =     =
                                                              =     =
                                                              =     =XXXXXXXXXXXXXXXXXXXXXXX
                                                             P=CRAFT=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP PPPPPP
                                       IIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                              =     =
                                                              =     =
                                                              =     =XXXXXXX
                                                            PP=OPER-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                               IIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIIIIII
                                                              =     =
                                                              =     =
                                                              =     =
                                                              =LABOR=PPPPP
                                                            II=     =III
                                                              =     =
 LEGEND ---                                                   =     =
    XXXX - EXISTING PROFILE                                   =     =
    PPPP - RACIAL PARITY ONLY                                 =SERV.=P
    IIII - RACE AND SEX PARITY                               I=WRKR.=I
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     FIGURE C-20  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                  FOR SIC 357  OFFICE AND COMPUTING MACHINES

         NO. OF ASIAN FEMALES                                                  NO. OF ASIAN MALES

               30        20        10         0     0         10         20         30         40         50
===============[=========[=========[==========[=====[==========[==========[==========[==========[==========[
   NO. EMPLOYERS    5                           X=     =XXXXXXXXXX
                                                P=MANA-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
   TOT MALES    1915                IIIIIIIIIIIII=GER  =IIIIIIIIIIIIIIIIIII
 TOT FEMALES    1237                             =     =
       TOTAL    3152                             =     =
                                                 =     =
                                              XXX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
                                           PPPPPP=PROF.=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                          IIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                 =     =
                                                 =     =
   ASIAN MALES     104                         XX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
 PC OF TOT   3.3                             PPPP=TECH.=PPPPPPPPPPPPPPPPPPPPPPPPPPP
  ASIAN FEMALES     45              IIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIII
 PC OF TOT   1.4                                 =     =
                                                 =     =
                                                 =     =
                                                 =     =
                                                 =SALES=P
                                                I=     =I
                                                 =     =
                                                 =     =
                 XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXX
       PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPPPPPPPPPP
                          IIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                 =     =
                                                 =     =
                                                 =     =
                                                 =     =XXX
                                               PP=CRAFT=PPPPPPPP
                                            IIIII=     =IIIIIII
                                                 =     =
                                                 =     =
                                       XXXXXXXXXX=     =XXXXX
        PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=OPER-=PPPPPPPPPPPPPPPP
                         IIIIIIIIIIIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                 =     =
                                                 =     =
                                                 =     =
                                                 =LABOR=
LEGEND ---                                       =     =
  XXXX - EXISTING PROFILE                        =     =
  PPPP - RACIAL PARITY ONLY                      =     =X
  IIII - RACE AND SEX PARITY                     =SERV.=P
                                                I=WRKR.=I
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        FIGURE C-21  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                     FOR SIC 366  COMMUNICATION EQUIPMENT
                                                                                                    NO. OF ASIAN MALES
          NO. OF ASIAN FEMALES
                            100                  50                    0     0                   50                   100
==============================I====================I====================I=====I====================I====================I====
     NO. EMPLOYERS    8                                                X≡     ≡XXXXX
                                                                       P≡MANA-≡PPPPPPPPPPPPP
      TOT MALES   3186                                            IIIIII≡GER  ≡IIIIIIIII
    TOT FEMALES   2451                                                  ≡     ≡
          TOTAL   5637                                                  ≡     ≡
                                                                     XXX≡     ≡XXXXXXXXXXXXXXXXXXXXXXXX
                                                                      PP≡PROF.≡PPPPPPPPPPPPPPPPPPP
                                                               IIIIIIIII≡     ≡IIIIIIIIIIIII
                                                                        ≡     ≡
                                                                        ≡     ≡
     ASIAN MALES   192                                                 X≡     ≡XXXXXXXXXXXXXXXXXXX
  PC OF TOT  3.4                                                      PP≡TECH.≡PPPPPPPPPPPPPP
   ASIAN FEMALES   116                                           IIIIIII≡     ≡IIIIIIIII
  PC OF TOT  2.1                                                        ≡     ≡
                                                                        ≡     ≡
                                                                        ≡     ≡X
                                                                       P≡SALES≡PP
                                                                       I≡     ≡I
                                                                        ≡     ≡
                                                                        ≡     ≡
                                                                 XXXXXXX≡     ≡XXXXX
                                                         PPPPPPPPPPPPPPP≡CLERK≡PPPPP
                                                                IIIIIIII≡     ≡IIIIIIIIIIII
                                                                        ≡     ≡
                                                                        ≡     ≡
                                                                      XX≡     ≡XX
                                                                     PPP≡CRAFT≡PPPPPPPPPP
                                                                  IIIIII≡     ≡IIIIIIII
                                                                        ≡     ≡
                                                                        ≡     ≡
                                     XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX≡     ≡XXXXXXXXXXXXXXXXXXXXXXXX
                     PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP≡OPER-≡PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                      IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII≡ATIVE≡IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                                        ≡     ≡
                                                                        ≡     ≡
                                                                        ≡     ≡X
                                                                       P≡LABOR≡P
                                                                       I≡     ≡I
 LEGEND ---                                                             ≡     ≡
   XXXX - EXISTING PROFILE                                              ≡     ≡
   PPPP - RACIAL PARITY ONLY                                            ≡     ≡X
   IIII - RACE AND SEX PARITY                                          P≡SERV.≡P
                                                                       I≡WRKR.≡I
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          FIGURE C-22  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                         FOR SIC 367  ELECTRONIC COMPONENTS AND ACCESSORIES

               NO. OF ASIAN FEMALES                                                                        NO. OF ASIAN MALES

                        60                  40                  20                   0     0                  20                  40
=========================I===================I===================I===================I=====I===================I===================I=====
     NO. EMPLOYERS     9                                                           XX=     =XXXXX
                                                                                 PPPP=MANA-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
       TOT MALES    2516                                             IIIIIIIIIIIIIIII=GER  =IIIIIIIIIIIIIIIIIIIIIII
     TOT FEMALES    1917                                                             =     =
           TOTAL    4433                                                             =     =
                                                                                  XXX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
                                                                                  PPP=PROF.=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                                                 IIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                                                     =     =
                                                                                     =     =
      ASIAN MALES    134                                                       XXXXXX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
  PC OF TOT  3.0                                                               PPPPPP=TECH.=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
   ASIAN FEMALES      92                                             IIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIII
  PC OF TOT  2.1                                                                     =     =
                                                                                     =     =
                                                                                     =     =
                                                                                     =SALES=P
                                                                                    I=     =I
                                                                                     =     =
                                                                                     =     =
                                                                          XXXXXXXXXXX=     =XXXXXXXXXXXX
                                           PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPPPPPPP
                                                               IIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                                                     =     =
                                                                                     =     =
                                                                                XXXXX=     =XXXXXXXXXXXXXXXXX
                                                                        PPPPPPPPPPPPP=CRAFT=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                                                    IIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIII
                                                                                     =     =
                                                                                     =     =
                         XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXX
                        PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=OPER-=PPPPPPPPPPPPPPP
                                                      IIIIIIIIIIIIIIIIIIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                                                     =     =
                                                                                     =     =
                                                                                   XX=     =XXX
                                                                                PPPPP=LABOR=P
                                                                                  III=     =IIII
LEGEND ---                                                                           =     =
  XXXX - EXISTING PROFILE                                                            =     =
  PPPP - RACIAL PARITY ONLY                                                          =     =
  IIII - RACE AND SEX PARITY                                                        P=SERV.=PPPP
                                                                                   II=WRKR.=III
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         FIGURE C-23  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 371  MOTOR VEHICLES AND EQUIPMENT

                                                                                                 NO. OF ASIAN MALES
              NO. OF ASIAN FEMALES

                              100                   0     0                 100                 200                 300
================================I===================I=====I===================I===================I===================I======
     NO. EMPLOYERS  12                              =     =X
                                                   P=MANA-=PPPPPPPP
      TOT MALES   6731                           III=GER  =IIIII
    TOT FEMALES    659                              =     =
          TOTAL   7390                              =     =
                                                   X=     =XX
                                                   P=PROF.=PPP
                                                   I=     =II
                                                    =     =
                                                    =     =
     ASIAN MALES     88                             =     =X
  PC OF TOT  1.2                                   P=TECH.=PPP
   ASIAN FEMALES    13                             I=     =II
  PC OF TOT   .2                                    =     =
                                                    =     =
                                                    =     =
                                                    =SALES=P
                                                   I=     =I
                                                    =     =
                                                    =     =
                                                   X=     =X
                                                  PP=CLERK=PP
                                                  II=     =III
                                                    =     =
                                                    =     =
                                                    =     =XX
                                                    =CRAFT=PPPPPPPPPP
                                                IIII=     =IIIIII
                                                    =     =
                                                    =     =
                                                  XX=     =XXXXXXXXX
                                              PPPPPP=OPER-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                       IIIIIIIIIIIIIIIIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                    =     =
                                                    =     =
                                                   X=     =
                                                   P=LABOR=P
                                                   I=     =I
 LEGEND ---                                         =     =
   XXXX - EXISTING PROFILE                          =     =
   PPPP - RACIAL PARITY ONLY                        =     =X
   IIII - RACE AND SEX PARITY                      P=SERV.=PPP
                                                   I=WRKR.=II
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         FIGURE C-24  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 373  SHIP AND BOAT BUILDING AND REPAIRING

              NO. OF ASIAN FEMALES                                                                NO. OF ASIAN MALES

                                  20              0     0             20             40             60             80
===================================I==============I=====I==============I==============I==============I==============I========
     NO. EMPLOYERS   3                           X=     =XX
                                                 P=MANA-=PPPPPPPP
      TOT MALES   1828                         III=GER  =IIIII
    TOT FEMALES     74                            =     =
          TOTAL   1902                            =     =
                                                  =     =
                                                 P=PROF.=PP
                                                 I=     =I
                                                  =     =
                                                  =     =
     ASIAN MALES     78                           =     =X
  PC OF TOT  4.1                                 P=TECH.=P
   ASIAN FEMALES      6                          I=     =I
  PC OF TOT   .3                                  =     =
                                                  =     =
                                                  =     =
                                                  =SALES=P
                                                 I=     =I
                                                  =     =
                                                  =     =
                                               XXX=     =XXX
                                               PPP=CLERK=PPP
                                                II=     =III
                                                  =     =
                                                  =     =
                                                 X=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
                                                 P=CRAFT=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                      IIIIIIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                  =     =
                                                  =     =
                                                  =     =XX
                                                  =OPER-=PPPPPPPP
                                               III=ATIVE=IIIII
                                                  =     =
                                                  =     =
                                                  =     =
                                                 P=LABOR=PPPPPPPP
                                               III=     =IIIII
LEGEND ---                                        =     =
  XXXX - EXISTING PROFILE                         =     =
  PPPP - RACIAL PARITY ONLY                       =     =
  IIII - RACE AND SEX PARITY                     P=SERV.=P
                                                 I=WRKR.=I
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         FIGURF C-25  EMPLOYMFNT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 384  MEDICAL INSTRUMENTS AND SUPPLIES
                                                                                                  NO. OF ASIAN MALES
              NO. OF ASIAN FEMALES
                             4           2           0     0           2           4           6           8          10
=============================[===========[===========[=====[===========[===========[===========[===========[===========[=====
                                                     =     =XXXXXX
     NO. EMPLOYFRS   6                           PPPP=MANA-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
      TOT MALES    471                IIIIIIIIIIIIIII=GER  =IIIIIIIIIIIIIIIIIIIII
    TOT FEMALES    167                               =     =
          TOTAL    638                               =     =
                                                     =     =XXXXXXXXXXXXXXXXXX
                                                  PPP=PROF.=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                       IIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIII
                                                     =     =
                                                     =     =
     ASIAN MALES    23                         XXXXXX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
  PC OF TOT  3.6                               PPPPPP=TECH.=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
   ASIAN FEMALES     4  IIIIIIIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
  PC OF TOT   .6                                     =     =
                                                     =     =
                                                     =     =XXXXXX
                                                   PP=SALES=PPPPPPPPPPPPPPPPPPPPPP
                                           IIIIIIIIII=     =IIIIIIIIIIIIII
                                                     =     =
                                                     =     =
                                   XXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXX
                      PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPPPPPP
                                    IIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIII
                                                     =     =
                                                     =     =
                                                     =     =XXXXXXXXXXXX
                                                   PP=CRAFT=PPPPPPPPPPPPPPPPPPPPP
                                            IIIIIIIII=     =IIIIIIIIIIIII
                                                     =     =
                                                     =     =
                                                     =     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
                                          PPPPPPPPPPP=OPER-=PPPPPPPPPPPPPPPPPPPPP
                                         IIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIII
                                                     =     =
                                                     =     =
                                                     =     =
                                         PPPPPPPPPPPP=LABOR=
                                                IIIII=     =IIIIIII
 LEGEND ---                                          =     =
   XXXX - EXISTING PROFILE                           =     =
   PPPP - RACIAL PARITY ONLY                         =     =
   IIII - RACE AND SEX PARITY                       P=SERV.=P
                                                    I=WRKR.=I
 * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

         FIGURE C-26  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 451  CERTIFICATED AIR TRANSPORTATION

              NO. OF ASIAN FEMALES                                                                NO. OF ASIAN MALES

                      200          100            0     0          100          200          300          400          500
========================I============I============I=====I============I============I============I============I============I===
     NO. EMPLOYERS  18                           X=     =XXXXX
                                                PP=MANA-=PPPPPPPPPPPPPPPP
      TOT MALES  19390                    IIIIIIII=GER  =IIIIIIIIIII
    TOT FEMALES   6967                            =     =
          TOTAL  26357                            =     =
                                                XX=     =XXXXXXXXXX
                                                PP=PROF.=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                             IIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                  =     =
                                                  =     =
     ASIAN MALES  1038                           X=     =XXXX
  PC OF TOT   3.9                                P=TECH.=PPPPPP
   ASIAN FEMALES   321                         III=     =IIII
  PC OF TOT   1.2                                 =     =
                                                  =     =
                                        XXXXXXXXXX=     =XXXXXX
                          PPPPPPPPPPPPPPPPPPPPPPPP=SALES=PPPPPPPP
                                     IIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIII
                                                  =     =
                                                  =     =
                                     XXXXXXXXXXXXX=     =XXXXXXXX
                                       PPPPPPPPPPP=CLERK=PPPPPP
                                           IIIIIII=     =IIIIIIIIII
                                                  =     =
                                                  =     =
                                                  =     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
                                                 P=CRAFT=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                      IIIIIIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                  =     =
                                                  =     =
                                                 X=     =XXXXXXXXXXXXXXXXXXXXX
                                                 P=OPER-=PPPPPPPPPPPPPPPPP
                                           IIIIIII=ATIVE=IIIIIIIIII
                                                  =     =
                                                  =     =
                                                 X=     =XXXXXXXXXXXX
                                                 P=LABOR=PPPPPPP
LEGEND ---                                     III=     =IIII
   XXXX - EXISTING PROFILE                        =     =
  PPPP - RACIAL PARITY ONLY        XXXXXXXXXXXXXXX=     =XXXXXXXXXXXXXXXXXX
  IIII - RACE AND SEX PARITY  PPPPPPPPPPPPPPPPPPPP=SERV.=PPPPPPPPPP
                                    IIIIIIIIIIIIII=WRKR.=IIIIIIIIIIIIIIIIIIII
 * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

         FIGURE C-27  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 421  TRUCKING, LOCAL AND LONG DISTANCE

              NO. OF ASIAN FEMALES                                                                     NO. OF ASIAN MALES

                                100                  0     0                  100                 200                 300
=================================I===================I=====I===================I===================I===================I===========
     NO. EMPLOYERS   46                              =     =XX
                                                    P=MANA-=PPPPPPPPPPPPPP
      TOT MALES    8662                        IIIIII=GER  =IIIIIIII
    TOT FEMALES     862                              =     =
          TOTAL    9524                              =     =
                                                     =     =X
                                                    P=PROF.=P
                                                    I=     =I
                                                     =     =
                                                     =     =
     ASIAN MALES    151                              =     =X
  PC OF TOT    1.6                                  P=TECH.=P
   ASIAN FEMALES     28                             I=     =I
  PC OF TOT    .3                                    =     =
                                                     =     =
                                                     =     =X
                                                    P=SALES=PPP
                                                    I=     =II
                                                     =     =
                                                     =     =
                                                XXXXX=     =XXXXXX
                                           PPPPPPPPPP=CLERK=PPPPPP
                                              IIIIIII=     =IIIIIIIIII
                                                     =     =
                                                     =     =
                                                     =     =XXXX
                                                     =CRAFT=PPPPPPPPP
                                                 IIII=     =IIIII
                                                     =     =
                                                     =     =
                                                     =     =XXXXXXXXX
                                                    P=OPER-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                        IIIIIIIIIIIIIIIIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                     =     =
                                                     =     =
                                                     =     =XXXXXX
                                                    P=LABOR=PPPPPPPPPPPPPPPPP
                                              IIIIIII=     =IIIIIIIIII
LEGEND ---                                           =     =
  XXXX - EXISTING PROFILE                            =     =
  PPPP - RACIAL PARITY ONLY                          =     =X
  IIII - RACE AND SEX PARITY                        P=SERV.=P
                                                    I=WRKR.=I
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         FIGURE C-28  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 483  RADIO AND TELEVISION BROADCASTING

              NO. OF ASIAN FEMALES
                                                                                                  NO. OF ASIAN MALES

                         40           30           20           10            0     0            10           20           30
==========================[============[============[============[============[=====[============[============[============[=
     NO. EMPLOYERS  13                                                 XXXXXXX=     =XXXXXXX
                                                                         PPPPP=MANA-=PPPPPPPPPPPPPPPPPPPP
      TOT MALES   1191                                             IIIIIIIIIII=GER  =IIIIIIIIIIIIIII
    TOT FEMALES    481                                                        =     =
          TOTAL   1672                                                        =     =
                                                               XXXXXXXXXXXXXXX=     =XXXXXXXXXXXXX
                                                                     PPPPPPPPP=PROF.=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                                           IIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIII
                                                                              =     =
                                                                              =     =
     ASIAN MALES    49                                                       X=     =XXXXXXXXXXXXXXXXXXXXX
  PC OF TOT  2.9                                                            PP=TECH.=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
   ASIAN FEMALES    62                                      IIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIII
  PC OF TOT  3.7                                                              =     =
                                                                              =     =
                                                                             X=     =X
                                                                             P=SALES=PPPPPPPP
                                                                          IIII=     =IIIII
                                                                              =     =
                                                                              =     =
                      XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXXXXXX
                                                   PPPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPP
                                                                 IIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIII
                                                                              =     =
                                                                              =     =
                                                                             X=     =XXX
                                                                             P=CRAFT=PP
                                                                             I=     =II
                                                                              =     =
                                                                              =     =
                                                                             X=     =
                                                                             P=OPER-=PP
                                                                             I=ATIVE=I
                                                                              =     =
                                                                              =     =
                                                                              =     =XXX
                                                                              =LABOR=P
                                                                             I=     =I
LEGEND ---                                                                    =     =
  XXXX - EXISTING PROFILE                                                     =     =
  PPPP - RACIAL PARITY ONLY                                                   =     =X
  IIII - RACE AND SEX PARITY                                                  =SERV.=P
                                                                             I=WRKR.=I
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        FIGURE C-29  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                     FOR SIC 495  SANITARY SERVICES
                                                                                                  NO. OF ASIAN MALES
             NO. OF ASIAN FEMALES
                           20         10         0     0         10         20         30         40         50         60
===========================[==========[==========[=====[==========[==========[==========[==========[==========[==========[==
    NO. EMPLOYERS    6                           =     =
                                                P=MANA-=PPPPP
     TOT MALES    1594                         II=GER  =III
   TOT FEMALES     155                           =     =
          TOTAL   1749                           =     =
                                                X=     =XXX
                                                P=PROF.=P
                                                I=     =I
                                                 =     =
                                                 =     =
     ASIAN MALES      6                          =     =
  PC OF TOT   .3                                P=TECH.=PPPPP
   ASIAN FEMALES      6                        II=     =III
  PC OF TOT   .3                                 =     =
                                                 =     =
                                                 =     =
                                                 =SALES=PP
                                                I=     =I
                                                 =     =
                                                 =     =
                                           XXXXXX=     =
                                     PPPPPPPPPPPP=CLERK=P
                                            IIIII=     =IIIIIIII
                                                 =     =
                                                 =     =
                                                 =     =
                                                 =CRAFT=PPPPPPPPPPPPPPPPPPPP
                                        IIIIIIIII=     =IIIIIIIIIIII
                                                 =     =
                                                 =     =
                                                 =     =
                                                 =OPER-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                     IIIIIIIIIIIIIIIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                 =     =
                                                 =     =
                                                 =     =XXX
                                                 =LABOR=PPPPPPPPPPPPPPPPPPPPPP
                                       IIIIIIIIII=     =IIIIIIIIIIIII
                                                 =     =
LEGEND ---                                       =     =
  XXXX - EXISTING PROFILE                        =     =
  PPPP - RACIAL PARITY ONLY                      =     =
  IIII - RACE AND SEX PARITY                     =SERV.=P
                                                I=WRKR.=I
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        FIGURE C-30  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                     FOR SIC 501  MOTOR VEHICLES AND AUTOMOTIVE EQUIPMENT

            NO. OF ASIAN FEMALES                                                        NO. OF ASIAN MALES

                      20        15        10         5         0     0         5        10        15        20
***********************I=========I=========I=========I=========I=====I=========I=========I=========I=========I=====
    NO. EMPLOYERS  22                                          =     =XX
                                                              P=MANA-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
      TOT MALES     1405                    IIIIIIIIIIIIIIIIII=GER  =IIIIIIIIIIIIIIIIIIIIIIIII
    TOT FEMALES      325                                       =     =
          TOTAL     1730                                       =     =
                                                               =     =XX
                                                              P=PROF.=PPPPPPPPPPPPPPPPP
                                                       IIIIIII=     =IIIIIIIIII
                                                               =     =
                                                               =     =
      ASIAN MALES      27                                      =     =XXXX
  PC OF TOT   1.6                                             P=TECH.=PPPPPP
    ASIAN FEMALES      18                                   III=     =IIII
  PC OF TOT   1.0                                              =     =
                                                               =     =
                                                               =     =XXXX
                                                              P=SALES=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                              IIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIII
                                                               =     =
                                                               =     =
                            XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXXXXXXXX
                     PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                IIIIIIIIIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                               =     =
                                                               =     =
                                                               =     =XXXX
                                                               =CRAFT=PPPPPPPPPPPPPPPP
                                                       IIIIIIII=     =IIIIIIIIII
                                                               =     =
                                                               =     =
                                                               =     =XXXXXXXXXXX
                                                              P=OPER-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                                IIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIII
                                                               =     =
                                                               =     =
                                                               =     =XXXXXXXXXXX
                                                              P=LABOR=PPPPPPPPPPPPPP
                                                        IIIIIII=     =IIIIIIII
LEGEND ---                                                     =     =
  XXXX - EXISTING PROFILE                                      =     =
  PPPP - RACIAL PARITY ONLY                                    =     =
  IIII - RACE AND SEX PARITY                                   =SERV.=P
                                                              I=WRKR.=I
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        FIGURE C-31  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                     FOR SIC 506  ELECTRICAL GOODS
                                                                                                     NO. OF ASIAN MALES
           NO. OF ASIAN FEMALES
                            40           30           20           10           0  0           10           20           30
=========================I============I============I============I============I=====I============I============I============I===
                                                                             =    =XXXX
  NO. EMPLOYERS  19                                                        PP=MANA-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                                            IIIIIIIIIIIIIII=GER   =IIIIIIIIIIIIIIIIIIIII
    TOT MALES     1573                                                       =    =
    TOT FEMALES    652                                                       =    =
         TOTAL    2225                                                       =    =XXXXXXXXXXX
                                                                            P=PROF.=PPPPPPPPPPPPPPPPPP
                                                                     IIIIIIII=    =IIIIIIIIIII
                                                                             =    =
                                                                             =    =
                                                                             =    =XXXXXXX
     ASIAN MALES      55                                                    P=TECH.=PPPPPPPP
  PC OF TOT   2.5                                                         III=    =IIIII
    ASIAN FEMALES     39                                                     =    =
  PC OF TOT   1.8                                                            =    =
                                                                            X=    =XXXXXXXXX
                                                                         PPPP=SALES=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                                         IIIIIIIIIIIIIIIIII=    =IIIIIIIIIIIIIIIIIIIIIIIIIII
                                                                             =    =
                                                                             =    =
                               XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=    =XXXXXXXXXXXXXXXXXXXXX
                          PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPPPPPPPPPPPPP
                                                  IIIIIIIIIIIIIIIIIIIIIIIIIII=    =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                                             =    =
                                                                             =    =
                                                                             =    =XXXXXXX
                                                                            P=CRAFT=PPPPPPPPPPPPPPPPP
                                                                      IIIIIII=    =IIIIIIIIII
                                                                             =    =
                                                                             =    =
                                                                             =    =XXXXXXXXXXXX
                                                                            P=OPER-=PPPPPPPPPPP
                                                                        IIIII=ATIVE=IIIIIII
                                                                             =    =
                                                                             =    =
                                                                             =    =X
                                                                            P=LABOR=PPPP
                                                                           II=    =II
                                                                             =    =
                                                                             =    =
 LEGEND ---                                                                  =    =X
   XXXX - EXISTING PROFILE                                                   =SERV.=P
   PPPP - RACIAL PARITY ONLY                                                I=WRKR.=I
   IIII - RACE AND SEX PARITY
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* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

       FIGURE C-32  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                     FOR SIC 508  MACHINERY, EQUIPMENT, AND SUPPLIES

            NO. OF ASIAN FEMALES                                                             NO. OF ASIAN MALES

                   80         60         40         20          0     0         20         40         60         80
====================[==========[==========[==========[==========[=====[==========[==========[==========[==========[========
  NO. EMPLOYERS   57                                          XX=     =XXX
                                                              PP=MANA-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
   TOT MALES    5338                            IIIIIIIIIIIIIIII=GER  =IIIIIIIIIIIIIIIIIIIIIII
 TOT FEMALES    1453                                            =     =
       TOTAL    6791                                            =     =
                                                              XX=     =XXX
                                                              PP=PROF.=PPPPPPPPPPP
                                                           IIIII=     =IIIIIII
                                                                =     =
                                                                =     =
   ASIAN MALES   156                                         XXX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
PC OF TOT  2.3                                                PP=TECH.=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
 ASIAN FEMALES    71                            IIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIII
PC OF TOT  1.0                                                  =     =
                                                                =     =
                                                               X=     =XXXXXXXXXXX
                                                            PPPP=SALES=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                        IIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                                =     =
                                                                =     =
                                   XXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXXX
                     PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPPPPPPPPPPPP
                                        IIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                                =     =
                                                                =     =
                                                                =     =XXXXXXXXXXX
                                                               P=CRAFT=PPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                                    IIIIIIIIIIII=     =IIIIIIIIIIIIIIIII
                                                                =     =
                                                                =     =
                                                               X=     =XXXXXXX
                                                             PPP=OPER-=PPPPPPPPPPPPPPPPPPP
                                                       IIIIIIIII=ATIVE=IIIIIIIIIIIII
                                                                =     =
                                                                =     =
                                                                =     =XXX
                                                               P=LABOR=PPPP
                                                              II=     =II
LEGEND ---                                                      =     =
  XXXX - EXISTING PROFILE                                       =     =
  PPPP - RACIAL PARITY ONLY                                     =     =X
  IIII - RACE AND SEX PARITY                                   P=SERV.=P
                                                               I=WRKR.=I
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        FIGURE C-33  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                     FOR SIC 514  GROCERIES AND RELATED PRODUCTS
                                                                                            NO. OF ASIAN MALES
             NO. OF ASIAN FEMALES
                                   20               0     0              20              40              60
====================================[===============[=====[===============[===============[===============]==========
     NO. EMPLOYERS 30                             XX=     =XXXXXXXX
                                                 PPP=MANA-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
      TOT MALES  3577                IIIIIIIIIIIIIII=GER  =IIIIIIIIIIIIIIIIIIII
    TOT FEMALES  1032                               =     =
          TOTAL  4609                               =     =
                                                 XXX=     =XXXXXXXX
                                                   P=PROF.=PPPPP
                                                 III=     =IIII
                                                    =     =
                                                    =     =
     ASIAN MALES   91                              X=     =X
  PC OF TOT  2.0                                   P=TECH.=PP
   ASIAN FEMALES   32                              I=     =II
  PC OF TOT   .7                                    =     =
                                                    =     =
                                             XXXXXXX=     =XXXXXXXXXXXX
                                        PPPPPPPPPPPP=SALES=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                       IIIIIIIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                    =     =
                                                    =     =
                                         XXXXXXXXXXX=     =XXXXXX
                     PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPPP
                                     IIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIII
                                                    =     =
                                                    =     =
                                                    =     =XXX
                                                   P=CRAFT=PPPPPPP
                                                 III=     =IIII
                                                    =     =
                                                    =     =
                                                    =     =XXXXXXXXXXXX
                                                   P=OPER-=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                            IIIIIIIIIIIIIIIIIIIIIIII=ATIVE=IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                    =     =
                                                    =     =
                                                 XXX=     =XXXXXXXXXXXXX
                                            PPPPPPPP=LABOR=PPPPPPPPPPPPPPPPPPPPPPPP
                                      IIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIII
 LEGEND ---                                         =     =
   XXXX - EXISTING PROFILE                          =     =
   PPPP - RACIAL PARITY ONLY                        =     =XXXXXXXXXXXXXXX
   IIII - RACE AND SEX PARITY                    PPP=SERV.=PPPPPPPPPPP
                                              IIIIII=WRKR.=IIIIIIIII
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        FIGURE C-34  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                      FOR SIC 517  PETROLEUM AND PETROLEUM PRODUCTS

             NO. OF ASIAN FEMALES                                                            NO. OF ASIAN MALES

                       60          40          20           0     0           20          40          60          80
========================[===========[===========[===========[=====[===========[===========[===========[===========[==
     NO. EMPLOYERS  11                                      =     =XXXXXXXXXXXX
                                                           P=MANA-=PPPPPPPPPPPPPPPPPP
      TOT MALES  2096                               IIIIIIII=GER  =IIIIIIIIIII
    TOT FEMALES  1263                                       =     =
         TOTAL  3359                                        =     =
                                                            =     =X
                                                           P=PROF.=PPPPPPPP
                                                        IIII=     =IIIIII
                                                            =     =
                                                            =     =
    ASIAN MALES   150                                      X=     =XX
  PC OF TOT  4.5                                           P=TECH.=PP
  ASIAN FEMALES    59                                      I=     =I
  PC OF TOT  1.8                                            =     =
                                                            =     =
                                                           X=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
                                                          PP=SALES=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                              IIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIII
                                                            =     =
                                                            =     =
                                   XXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXXXXXXXXXX
                    PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPPPPPPPPPPPPPPPP
                                   IIIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                            =     =
                                                            =     =
                                                  XXXXXXXXXX=     =XXXXX
                                                 PPPPPPPPPPP=CRAFT=PPPPP
                                                     IIIIIII=     =IIIIIIIII
                                                            =     =
                                                            =     =
                                                            =     =XX
                                                           P=OPER-=PPPPPPPPPPPPP
                                                       IIIII=ATIVE=IIIIIIII
                                                            =     =
                                                            =     =
                                                            =     =
                                                            =LABOR=P
                                                           I=     =I
LEGEND ---                                                  =     =
  XXXX - EXISTING PROFILE                                   =     =
  PPPP - RACIAL PARITY ONLY                                 =     =
  IIII - RACE AND SEX PARITY                               P=SERV.=
                                                           I=WRKR.=I
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        FIGURE C-35  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                     FOR SIC 531  DEPARTMENT STORES
                                                                                     NO. OF ASIAN MALES
              NO. OF ASIAN FEMALES
                                                        0     0
      600             400             200               0     0               200             400
========[===============[===============[===============[=====[===============[===============[=======
                                                  XXXXXX=     =XXXXX
   NO. EMPLOYERS  16                         PPPPPPPPPPP=MANA-=PPPPPPPPPPPP
                                              IIIIIIIIII=GER  =IIIIIIIIIIIII
     TOT MALES   8559                                   =     =
   TOT FEMALES  20378                                   =     =
         TOTAL  28937                                  X=     =X
                                                       P=PROF.=P
                                                       I=     =I
                                                        =     =
                                                        =     =
                                                       X=     =X
      ASIAN MALES    495                               P=TECH.=P
   PC OF TOT  1.7                                      I=     =I
    ASIAN FEMALES   1302                                =     =
   PC OF TOT  4.5                                       =     =
                XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXX
 PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=SALES=PPPPPPPPPPPPPP
                            IIIIIIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                        =     =
                                                        =     =
                   XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXX
                        PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPP
                                         IIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIII
                                                        =     =
                                                        =     =
                                                       X=     =X
                                                       P=CRAFT=PPPP
                                                      II=     =III
                                                        =     =
                                                        =     =
                                                      XX=     =X
                                                      PP=OPER-=PPP
                                                      II=ATIVE=II
                                                        =     =
                                                        =     =
                                               XXXXXXXXX=     =XXXXXXXX
                                                  PPPPPP=LABOR=PPPPPPP
                                                   IIIII=     =IIIIIII
                                                        =     =
LEGEND ---                                              =     =
  XXXX - EXISTING PROFILE                           XXXX=     =XXXXXXXX
  PPPP - RACIAL PARITY ONLY                        PPPPP=SERV.=PPPPP
  IIII - RACE AND SEX PARITY                        IIII=WRKR.=IIIIII
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         FIGURE C-36  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 541  GROCERY STORES

              NO. OF ASIAN FEMALES                                                                NO. OF ASIAN MALES

                     200               100               0     0                100               200               300
======================I=================I=================I=====I=================I=================I=================I======
     NO. EMPLOYERS  16                                   X=     =XXXXXXXXXXXXXXX
                                                         P=MANA-=PPPPPPPPPPPPPPPPPPPPPPPP
      TOT MALES  11339                         IIIIIIIIIII=GER  =IIIIIIIIIIIIIII
    TOT FEMALES   4028                                    =     =
          TOTAL  15367                                    =     =
                                                         X=     =XXX
                                                         P=PROF.=PPPP
                                                        II=     =III
                                                          =     =
                                                          =     =
     ASIAN MALES   602                                   X=     =X
  PC OF TOT  3.9                                         P=TECH.=P
   ASIAN FEMALES    98                                   I=     =I
  PC OF TOT   .6                                          =     =
                                                          =     =
                                                  XXXXXXXX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
                             PPPPPPPPPPPPPPPPPPPPPPPPPPPPP=SALES=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                      IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                          =     =
                                                          =     =
                                                    XXXXXX=     =XXX
                                              PPPPPPPPPPPP=CLERK=PP
                                                    IIIIII=     =IIIIIIII
                                                          =     =
                                                          =     =
                                                         X=     =XXXXXXXXXXXXX
                                                         P=CRAFT=PPPPPPPPPPPPPPP
                                                   IIIIIII=     =IIIIIIIII
                                                          =     =
                                                          =     =
                                                         X=     =XXXXXX
                                                       PPP=OPER-=PPPPPPPPPPPPPPPP
                                                  IIIIIIII=ATIVE=IIIIIIIIIII
                                                          =     =
                                                          =     =
                                                         X=     =XXXXX
                                                        PP=LABOR=PPPPPPPPPPPPPPPPPPPPP
                                                 IIIIIIIII=     =IIIIIIIIIIIII
LEGEND ---                                                =     =
  XXXX - EXISTING PROFILE                                 =     =
  PPPP - RACIAL PARITY ONLY                              X=     =XX
  IIII - RACE AND SEX PARITY                            PP=SERV.=PPPP
                                                        II=WRKR.=III
```

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* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

      FIGURE C-37  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                   FOR SIC 562  WOMEN'S READY-TO-WEAR STORES
                                                                                           NO. OF ASIAN MALES
            NO. OF ASIAN FEMALES
                                                                                       0     0         10        20
                              50        40        30        20        10
=============================[=========[=========[=========[=========[=========[=====[=========[=========[=========
                                                                       XXXXXXXXX=     =XXX
      NO. EMPLOYERS   5                                             PPPPPPPPPPPPP=MANA-=PPPPPP
                                                                         IIIIIIII=GER  =IIIIIIIIII
        TOT MALES     286                                                         =     =
      TOT FEMALES     880                                                         =     =
            TOTAL    1166                                                         =     =
                                                                                  =PROF.=
                                                                                  =     =
                                                                                  =     =
                                                                                  =     =
                                                                                  =     =
        ASIAN MALES     42                                                       P=TECH.=
     PC OF TOT   3.6                                                             I=     =I
       ASIAN FEMALES   105                                                        =     =
     PC OF TOT   9.0                                                              =     =
                                                                  XXXXXXXXXXXXXXXX=     =X
                                                           PPPPPPPPPPPPPPPPPPPPPPP=SALES=PP
                                                                       IIIIIIIIIII=     =IIIIIIIIIIIIIII
                                                                                  =     =
                                                                                  =     =
                     XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXX
                                                                PPPPPPPPPPPPPPPPPP=CLERK=PPPPP
                                                                       IIIIIIIIIII=     =IIIIIIIIIIIIII
                                                                                  =     =
                                                                                  =     =
                                                                                  =     =
                                                                                 P=CRAFT=
                                                                                 I=     =I
                                                                                  =     =
                                                                                  =     =
                                                                                XX=     =X
                                                                                 P=OPER-=P
                                                                                 I=ATIVE=II
                                                                                  =     =
                                                                                  =     =
                                                                        XXXXXXXXXX=     =XXXXXXX
                                                                            PPPPPP=LABOR=PPPPP
                                                                             IIIII=     =IIIIII
                                                                                  =     =
  LEGEND ---                                                                      =     =
    XXXX - EXISTING PROFILE                                         XXXXXXXXXXXXXXXX=     =XXXXX
    PPPP - RACIAL PARITY ONLY                                                  PPPPPPP=SERV.=PPP
    IIII - RACE AND SEX PARITY                                                    IIII=WRKR.=IIIIII
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         FIGURE C-38  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 581  EATING AND DRINKING PLACES

              NO. OF ASIAN FEMALES                                                             NO. OF ASIAN MALES

                   300        200        100          0     0        100        200        300        400        500        600
=====================[==========[==========[==========[=====[==========[==========[==========[==========[==========[==========[
     NO. EMPLOYERS  45                               X=     =XXXXXX
                                                     P=MANA-=PPPPPP
      TOT MALES   6113                             III=GER  =IIII
    TOT FEMALES   5239                                =     =
          TOTAL  11352                                =     =
                                                     X=     =X
                                                     P=PROF.=P
                                                     I=     =I
                                                      =     =
                                                      =     =
     ASIAN MALES   835                                =     =X
  PC OF TOT  7.4                                     P=TECH.=P
   ASIAN FEMALES   308                               I=     =I
  PC OF TOT  2.7                                      =     =
                                                      =     =
                                                     X=     =X
                                                     P=SALES=P
                                                     I=     =I
                                                      =     =
                                                      =     =
                                                  XXXX=     =XX
                                                   PPP=CLERK=P
                                                    II=     =II
                                                      =     =
                                                      =     =
                                                     X=     =XXX
                                                     P=CRAFT=P
                                                     I=     =I
                                                      =     =
                                                      =     =
                                                     X=     =XXXXX
                                                     P=OPER-=PP
                                                     I=ATIVE=II
                                                      =     =
                                                      =     =
                                                     X=     =XXXXXXX
                                                     P=LABOR=PP
                                                     I=     =II
                                                      =     =
                                                      =     =
                              XXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
                     PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=SERV.=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                         IIIIIIIIIIIIIIIIIIIIIIIIIIIII=WRKR.=IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
```

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* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

         FIGURE C-39  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                      FOR SIC 591  DRUG STORES AND PROPRIETARY STORES
                                                                                                  NO. OF ASIAN MALES
              NO. OF ASIAN FEMALES
                        60              40              20              0     0               20              40
========================I===============I===============I===============I=====I===============I===============I===============
                                                                      XX=     =XXXXXXXXXXXXXXXX
     NO. EMPLOYERS    7                                          PPPPP=MANA-=PPPPPPPPPPPPPPPPPPP
                                                            IIIIIIIIII=GER  =IIIIIIIIIIIIII
       TOT MALES    1206                                                =     =
     TOT FEMALES    1343                                                =     =
           TOTAL    2549                                      XXXXXXXXXX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
                                                                      PP=PROF.=PPPPPPPP
                                                                    IIII=     =IIIII
                                                                        =     =
                                                                        =     =
                                                                       X=     =X
      ASIAN MALES    113                                              PP=TECH.=PP
   PC OF TOT  4.4                                                      I=     =II
     ASIAN FEMALES    59                                                =     =
   PC OF TOT  2.3                                                       =     =
                                              XXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
                      PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=SALES=PPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                       IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                                        =     =
                                                                        =     =
                                                                   XXXXX=     =XX
                                                          PPPPPPPPPPPPPP=CLERK=PPP
                                                                 IIIIIII=     =IIIIIIIIII
                                                                        =     =
                                                                        =     =
                                                                        =     =X
                                                                       P=CRAFT=P
                                                                       I=     =I
                                                                        =     =
                                                                        =     =
                                                                        =     =
                                                                       P=OPER-=P
                                                                       I=ATIVE=I
                                                                        =     =
                                                                        =     =
                                                                        =     =X
                                                                       P=LABOR=PP
                                                                       I=     =I
                                                                        =     =
                                                                        =     =
                                                                      XX=     =XX
                                                                     PPP=SERV.=PPPPP
                                                                     III=WRKR.=IIII

LEGEND ---
  XXXX - EXISTING PROFILE
  PPPP - RACIAL PARITY ONLY
  IIII - RACE AND SEX PARITY
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         FIGURE C-40  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 602  COMMERCIAL AND STOCK SAVINGS BANKS

              NO. OF ASIAN FEMALES                                                                NO. OF ASIAN MALES

                              3000                 2000                 000                   0     0                 000
==================================[===================[===================[===================[=====[===================[=====
     NO. EMPLOYERS  28                                                                  XXXXXX=     =XXXXXXX
                                                                                        PPPPPP=MANA-=PPPPPPPPPPP
      TOT MALES  18572                                                                 IIIIIII=GER  =IIIIIIIIII
    TOT FEMALES  30397                                                                        =     =
          TOTAL  48969                                                                        =     =
                                                                                             X=     =XX
                                                                                             P=PROF.=PP
                                                                                             I=     =II
                                                                                              =     =
                                                                                              =     =
     ASIAN MALES  2397                                                                      XX=     =XXXX
  PC OF TOT  4.9                                                                             P=TECH.=PP
   ASIAN FEMALES  4682                                                                       I=     =II
  PC OF TOT  9.6                                                                              =     =
                                                                                              =     =
                                                                                             X=     =X
                                                                                             P=SALES=P
                                                                                             I=     =I
                                                                                              =     =
                                                                                              =     =
                      XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXXXXXXXXXXXXXXX
                                                             PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPPPP
                                                                             IIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIII
                                                                                              =     =
                                                                                              =     =
                                                                                             X=     =XX
                                                                                             P=CRAFT=P
                                                                                             I=     =I
                                                                                              =     =
                                                                                              =     =
                                                                                  XXXXXXXXXXXX=     =XXXXXXX
                                                                                           PPP=OPER-=PP
                                                                                            II=ATIVE=III
                                                                                              =     =
                                                                                              =     =
                                                                                             X=     =X
                                                                                             P=LABOR=P
                                                                                             I=     =I
LEGEND ---                                                                                    =     =
  XXXX - EXISTING PROFILE                                                                     =     =
  PPPP - RACIAL PARITY ONLY                                                                   =     =X
  IIII - RACE AND SEX PARITY                                                                 P=SERV.=P
                                                                                             I=WRKR.=I
```

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* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

       FIGURE C-41   EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                     FOR SIC 621   SECURITY BROKERS AND DEALERS

            NO. OF ASIAN FEMALES                                                         NO. OF ASIAN MALES

                             60               40               20               0      0               20               40
======================I================I================I================I=====I================I================I===============
    NO. EMPLOYERS  20                                                      X=      =XXXXXX
                                                                           P=MANA- =PPPPPPPPPPPPP
                                                                     IIIIII=GER    =IIIIIIII
      TOT MALES   1449                                                      =      =
    TOT FEMALES    704                                                      =      =
          TOTAL   2153                                                     XX=      =XX
                                                                          PP=PROF. =PPPPP
                                                                         III=      =IIII
                                                                            =      =
                                                                            =      =
                                                                            =      =
      ASIAN MALES     89                                                   P=TECH. =P
    PC OF TOT   4.1                                                        I=      =I
     ASIAN FEMALES    68                                                    =      =
    PC OF TOT   3.2                                                         =      =
                                                                           X=      =XXXXXXXXXXXXXXXXXXXXXXXXXXX
                                                                           P=SALES =PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                                        IIIIIIIIIIIIIIIIIIIII=      =IIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                                            =      =
                                                                            =      =
                        XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=      =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
                                        PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK =PPPPPPPPPPPPPPPPPPPPPP
                                                     IIIIIIIIIIIIIIIIIIIIIII=      =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                                            =      =
                                                                            =      =
                                                                            =      =XX
                                                                           P=CRAFT =P
                                                                           I=      =I
                                                                            =      =
                                                                            =      =
                                                                          XX=      =X
                                                                           P=OPER- =P
                                                                           I=ATIVE =I
                                                                            =      =
                                                                            =      =
                                                                           X=      =X
                                                                           P=LABOR =P
                                                                           I=      =I
                                                                            =      =
                                                                            =      =
LEGEND ---                                                                  =      =
   XXXX - EXISTING PROFILE                                                  =      =
   PPPP - RACIAL PARITY ONLY                                                =SERV. =P
   IIII - RACE AND SEX PARITY                                              I=WRKR. =I
```

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          FIGURE C-42  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                          FOR SIC 631  LIFE INSURANCE

                NO. OF ASIAN FEMALES                                                                           NO. OF ASIAN MALES

                                     200              150              100               50                0     0               50
=======================================I================I================I================I================I=====I================I==========
     NO. EMPLOYERS  21                                                                                   XX=     =XXX
                                                                                                         PP=MANA-=PPPPPPPPPP
       TOT MALES    2103                                                                              IIIII=GER  =IIIIIIII
    TOT FEMALES     2474                                                                                   =     =
           TOTAL    4577                                                                                   =     =
                                                                                                         XX=     =XXX
                                                                                                        PPP=PROF.=PPPPP
                                                                                                        III=     =IIIII
                                                                                                           =     =
                                                                                                           =     =
     ASIAN MALES     152                                                                        XXXXXXXXXXX=     =XXXX
  PC OF TOT  3.3                                                                                  PPPPPPPPP=TECH.=PPPP
   ASIAN FEMALES     305                                                                              IIIII=     =IIIIIIIII
  PC OF TOT  6.7                                                                                           =     =
                                                                                                           =     =
                                                                                                         XX=     =XXXXXXXXXXXXXXXXXXXXX
                                                                                                          P=SALES=PPPPPPPPPPPPPPPPPPPP
                                                                                                  IIIIIIIII=     =IIIIIIIIIIIII
                                                                                                           =     =
                                                                                                           =     =
                         XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXX
                                                                 PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPP
                                                                                        IIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIII
                                                                                                           =     =
                                                                                                           =     =
                                                                                                           =     =
                                                                                                           =CRAFT=P
                                                                                                          I=     =I
                                                                                                           =     =
                                                                                                           =     =
                                                                                                          X=     =X
                                                                                                          P=OPER-=P
                                                                                                          I=ATIVE=I
                                                                                                           =     =
                                                                                                           =     =
                                                                                                           =     =
                                                                                                           =LABOR=
                                                                                                           =     =
LEGEND ---                                                                                                 =     =
  XXXX - EXISTING PROFILE                                                                                  =     =
  PPPP - RACIAL PARITY ONLY                                                                                =     =XXXX
  IIII - RACE AND SEX PARITY                                                                              P=SERV.=P
                                                                                                          I=WRKR.=I
```

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         FIGURE C-43  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 632  MEDICAL SERVICE AND HEALTH INSURANCE

              NO. OF ASIAN FEMALES                                                               NO. OF ASIAN MALES

                       500            400            300            200            100             0     0             100
========================I==============I==============I==============I==============I==============I=====I==============I====
     NO. EMPLOYERS   5                                                                          XXX=     =XX
                                                                                                 PP=MANA-=PPP
       TOT MALES  1225                                                                           II=GER  =III
     TOT FEMALES  3478                                                                             =     =
           TOTAL  4703                                                                             =     =
                                                                                                 XX=     =XXXXX
                                                                                                PPP=PROF.=PPPP
                                                                                                III=     =IIII
                                                                                                   =     =
                                                                                                   =     =
     ASIAN MALES   208                                                XXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXX
  PC OF TOT   4.4                                                                         PPPPPPPPP=TECH.=PP
   ASIAN FEMALES   760                                                                         IIII=     =IIIIII
  PC OF TOT  16.2                                                                                  =     =
                                                                                                   =     =
                                                                                                   =     =
                                                                                                  P=SALES=P
                                                                                                  I=     =I
                                                                                                   =     =
                                                                                                   =     =
                       XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXXXXXXXXX
                                                                            PPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPP
                                                                                        IIIIIIIIIII=     =IIIIIIIIIIIIIIII
                                                                                                   =     =
                                                                                                   =     =
                                                                                                   =     =
                                                                                                  P=CRAFT=P
                                                                                                  I=     =I
                                                                                                   =     =
                                                                                                   =     =
                                                                                                   =     =X
                                                                                                   =OPER-=P
                                                                                                  I=ATIVE=I
                                                                                                   =     =
                                                                                                   =     =
                                                                                                   =     =
                                                                                                   =LABOR=
                                                                                                   =     =
 LEGEND ---                                                                                        =     =
   XXXX - EXISTING PROFILE                                                                         =     =
   PPPP - RACIAL PARITY ONLY                                                                       =     =
   IIII - RACE AND SEX PARITY                                                                     P=SERV.=P
                                                                                                  I=WRKR.=I
 * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

         FIGURE C-44  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 633  FIRE, MARINE, AND CASUALTY INSURANCE

              NO. OF ASIAN FEMALES                                                                   NO. OF ASIAN MALES

                          800              600              400              200                0     0               200
===========================I=================I================I================I================I=====I================I ======
     NO. EMPLOYERS  44                                                                       XXX≡     ≡XXX
                                                                                              PP≡MANA-≡PPPPPPPPPP
      TOT MALES   5111                                                                     IIIII≡GER  ≡IIIIIII
    TOT FEMALES   7385                                                                          ≡     ≡
          TOTAL  12496                                                                          ≡     ≡
                                                                                           XXXXX≡     ≡XXXXX
                                                                                            PPPP≡PROF.≡PPPPPPPPPP
                                                                                          IIIIII≡     ≡IIIIIIIII
                                                                                                ≡     ≡
                                                                                                ≡     ≡
     ASIAN MALES   263                                                                     XXXXX≡     ≡XXXXX
  PC OF TOT   2.1                                                                            PPP≡TECH.≡PPPPPP
   ASIAN FEMALES   978                                                                      IIII≡     ≡IIIII
  PC OF TOT   7.8                                                                               ≡     ≡
                                                                                                ≡     ≡
                                                                                               X≡     ≡X
                                                                                               P≡SALES≡P
                                                                                               I≡     ≡I
                                                                                                ≡     ≡
                                                                                                ≡     ≡
                       XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX≡     ≡XXXXXXXX
                                                            PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP≡CLERK≡PPP
                                                                                IIIIIIIIIIIIIIII≡     ≡IIIIIIIIIIIIIIIIIIIIIII
                                                                                                ≡     ≡
                                                                                                ≡     ≡
                                                                                                ≡     ≡X
                                                                                               P≡CRAFT≡P
                                                                                               I≡     ≡I
                                                                                                ≡     ≡
                                                                                                ≡     ≡
                                                                                                ≡     ≡X
                                                                                               P≡OPER-≡P
                                                                                               I≡ATIVE≡I
                                                                                                ≡     ≡
                                                                                                ≡     ≡
                                                                                                ≡     ≡
                                                                                                ≡LABOR≡P
                                                                                               I≡     ≡I
LEGEND ---                                                                                      ≡     ≡
  XXXX - EXISTING PROFILE                                                                       ≡     ≡
  PPPP - RACIAL PARITY ONLY                                                                    X≡     ≡XX
  IIII - RACE AND SEX PARITY                                                                   P≡SERV.≡P
                                                                                               I≡WRKR.≡I
```

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* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

         FIGURE C-45 EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 653  REAL ESTATE AGENTS AND MANAGERS
                                                                                                      NO. OF ASIAN MALES
              NO. OF ASIAN FEMALES

                            20                  10                   0     0                   10                  20
=============================[===================[===================[=====[===================[===================[==============
                                                                 XXXX=     =XXXXXX
     NO. EMPLOYERS    7                                  PPPPPPPPPPPP=MANA-=PPPPPPPPPPP
                                                            IIIIIIIII=GER  =IIIIIIIIIIIII
      TOT MALES     586                                              =     =
    TOT FEMALES     551                                              =     =
           TOTAL   1137                                              =     =XX
                                                                    P=PROF.=PPPPPPP
                                                                  III=     =IIII
                                                                     =     =
                                                                     =     =
                                                                     =     =XXXX
      ASIAN MALES      15                                          PP=TECH.=PPPPP
   PC OF TOT  1.3                                                 III=     =IIII
     ASIAN FEMALES     22                                            =     =
   PC OF TOT  1.9                                                    =     =
                                                             XXXXXXXX=     =XXXXXXXXXX
                                                  PPPPPPPPPPPPPPPPPPP=SALES=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                       IIIIIIIIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                                     =     =
                                                                     =     =
                                     XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXX
                        PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPPP
                                                IIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                                     =     =
                                                                     =     =
                                                                     =     =
                                                                     =CRAFT=
                                                                     =     =
                                                                     =     =
                                                                     =     =
                                                                     =     =
                                                                     =OPER-=
                                                                     =ATIVE=
                                                                     =     =
                                                                     =     =
                                                                     =     =
                                                                    P=LABOR=P
                                                                    I=     =I
                                                                     =     =
  LEGEND ---                                                         =     =
    XXXX - EXISTING PROFILE                                          =     =
    PPPP - RACIAL PARITY ONLY                                        =SERV.=
    IIII - RACE AND SEX PARITY                                       =WRKR.=
 * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

         FIGURE C-46  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 701  HOTELS, MOTELS, AND TOURIST COURTS

              NO. OF ASIAN FEMALES                                                                 NO. OF ASIAN MALES

                                      200                0     0              200              400              600
*********===============================I================I=====I================I================I**==============I===========
     NO. EMPLOYERS  30                                  X=     =XXXX
                                                        P=MANA-=PPP
      TOT MALES   4881                                 II=GER  =II
    TOT FEMALES   3837                                   =     =
          TOTAL   8718                                   =     =
                                                         =     =X
                                                        P=PROF.=P
                                                        I=     =I
                                                         =     =
                                                         =     =
     ASIAN MALES   965                                   =     =
  PC OF TOT 11.1                                        P=TECH.=P
   ASIAN FEMALES   544                                  I=     =I
  PC OF TOT  6.2                                         =     =
                                                         =     =
                                                        X=     =X
                                                        P=SALES=P
                                                        I=     =I
                                                         =     =
                                                         =     =
                                                    XXXXX=     =XXXX
                                                     PPPP=CLERK=PP
                                                       II=     =III
                                                         =     =
                                                         =     =
                                                         =     =XX
                                                        P=CRAFT=P
                                                        I=     =I
                                                         =     =
                                                         =     =
                                                        X=     =XX
                                                        P=OPER-=P
                                                        I=ATIVE=I
                                                         =     =
                                                         =     =
                                                     XXXX=     =XXXXXXXX
                                                       PP=LABOR=PP
                                                       II=     =II
                                                         =     =
                                                         =     =
                      XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
                                          PPPPPPPPPPPPPPP=SERV.=PPPPPPPPPPPPPPPPPPPP
                                          IIIIIIIIIIIIIII=WRKR.=IIIIIIIIIIIIIIIIIIII
```

```
* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

          FIGURE C-47  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 731  ADVERTISING
                                                                                                   NO. OF ASIAN MALES
               NO. OF ASIAN FEMALES

                                       20        15        10         5         0     0         5        10        15
========================================[=========[=========[=========[=========[=====[=========[=========[=========[======
                                                                                =     =XX
     NO. EMPLOYERS  11                                                      PPPP=MANA-=PPPPPPPPPPPPPPP
                                                                        IIIIIIII=GER  =IIIIIIIIIII
       TOT MALES     471                                                        =     =
     TOT FEMALES     489                                                        =     =
           TOTAL     960                                                   XXXXX=     =XXXXXXXXXXXXXX
                                                              PPPPPPPPPPPPPPPPPP=PROF.=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                                        IIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                                                =     =
                                                                                =     =
                                                                                =     =
      ASIAN MALES      13                                                     PP=TECH.=PP
   PC OF TOT   1.4                                                            II=     =II
    ASIAN FEMALES      18                                                       =     =
   PC OF TOT   1.9                                                              =     =
                                                                                =     =
                                                                               P=SALES=PPPP
                                                                              II=     =III
                                                                                =     =
                                                                                =     =
                                            XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXXXX
                         PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPPPPP
                                                     IIIIIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                                                =     =
                                                                                =     =
                                                                                =     =
                                                                                =CRAFT=PPPPPP
                                                                              II=     =III
                                                                                =     =
                                                                                =     =
                                                                                =     =
                                                                                =OPER-=P
                                                                               I=ATIVE=I
                                                                                =     =
                                                                                =     =
                                                                                =     =
                                                                                =LABOR=PP
                                                                               I=     =I
                                                                                =     =
LEGEND ---                                                                      =     =
  XXXX - EXISTING PROFILE                                                       =     =
  PPPP - RACIAL PARITY ONLY                                                     =     =
  IIII - RACE AND SEX PARITY                                                   P=SERV.=P
                                                                               I=WRKR.=I
```

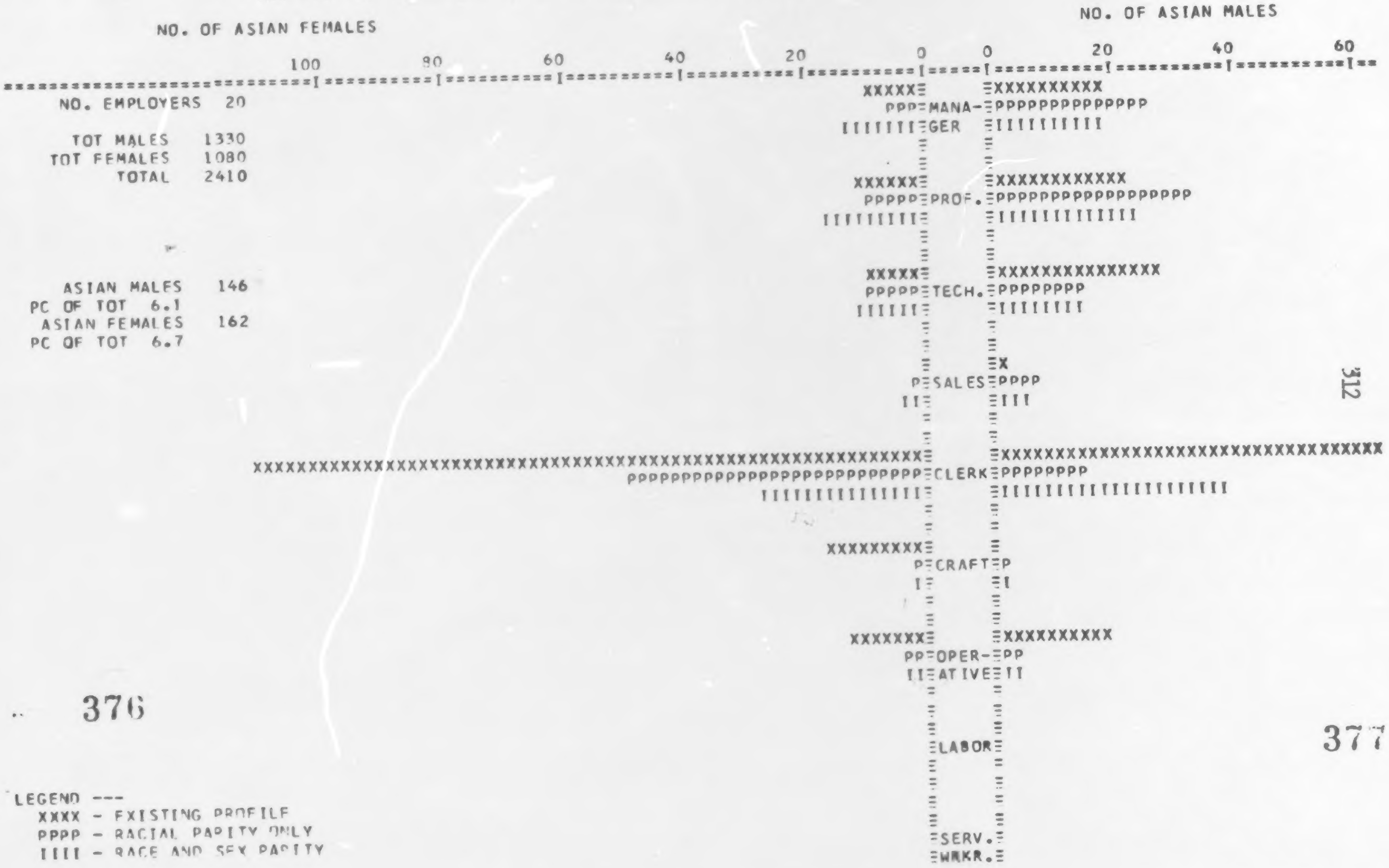
```
* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

        FIGURE  C-48  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                      FOR SIC 732  CREDIT REPORTING AND COLLECTION

             NO. OF ASIAN FEMALES                                                            NO. OF ASIAN MALES

                     100        80        60        40        20         0    0         20        40        60        80
==================I==========I==========I==========I==========I==========I=====I==========I==========I==========I=========I
        NO. EMPLOYERS   3                                                  X=     =X
                                                                           P=MANA-=PP
         TOT MALES    450                                                  I=GER  =II
       TOT FEMALES    537                                                   =     =
             TOTAL    987                                                   =     =
                                                                          XX=     =XXX
                                                                           P=PROF.=PPPPP
                                                                          II=     =III
                                                                            =     =
                                                                            =     =
          ASIAN MALES     94                                                =     =XX
       PC OF TOT   9.5                                                      =TECH.=P
         ASIAN FEMALES   105                                               I=     =I
       PC OF TOT  10.6                                                      =     =
                                                                            =     =
                                                                           X=     =
                                                                           P=SALES=P
                                                                           I=     =I
                                                                            =     =
                                                                            =     =
                XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXX
                                                 PPPPPPPPPPPPPPPPPP=CLERK=PPPPPPPP
                                                        IIIIIIIIIII=     =IIIIIIIIIIIIIII
                                                                            =     =
                                                                            =     =
                                                                            =     =
                                                                            =CRAFT=
                                                                            =     =
                                                                            =     =
                                                                            =     =
                                                                            =     =
                                                                            =OPER-=
                                                                            =ATIVE=
                                                                            =     =
                                                                            =     =
                                                                            =     =
                                                                            =LABOR=
                                                                            =     =
LEGEND ---                                                                  =     =
  XXXX - EXISTING PROFILE                                                   =     =
  PPPP - RACIAL PARITY ONLY                                                 =     =
  IIII - RACE AND SEX PARITY                                               P=SERV.=P
                                                                           I=WRKR.=I
```

```
 * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

         FIGURE C-49 EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                      FOR SIC 734  SERVICES TO BUILDINGS
                                                                                                  NO. OF ASIAN MALES
              NO. OF ASIAN FEMALES
                              50            0     0            50           100          150          200          250
===============================[============[=====[============[============[============[============[============[=========
                                            =     =X
     NO. EMPLOYERS   8                     P=MANA-=PPP
      TOT MALES   2800                     I=GER  =II
    TOT FEMALES    579                      =     =
          TOTAL   3379                      =     =
                                            =     =
                                           P=PROF.=P
                                           I=     =I
                                            =     =
                                            =     =
     ASIAN MALES    301                     =     =X
  PC OF TOT  8.9                            =TECH.=P
   ASIAN FEMALES     27                    I=     =I
  PC OF TOT   .8                            =     =
                                            =     =
                                            =     =
                                            =SALES=P
                                           I=     =I
                                            =     =
                                            =     =
                                           X=     =X
                                          PP=CLERK=P
                                           I=     =I
                                            =     =
                                            =     =
                                            =     =XX
                                           P=CRAFT=PPPPP
                                          II=     =III
                                            =     =
                                            =     =
                                            =     =X
                                            =OPER-=P
                                           I=ATIVE=I
                                            =     =
                                            =     =
                                            =     =
                                            =LABOR=P
                                           I=     =I
 LEGEND ---                                 =     =
   XXXX - EXISTING PROFILE                  =     =
   PPPP - RACIAL PARITY ONLY          XXXXXX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
   IIII - RACE AND SEX PARITY      PPPPPPPPP=SERV.=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                    IIIIIIIIIIIIIIIIIIIIIIII=WRKR.=IIIIIIIIIIIIIIIIIIIIIIIIIIIIII
```

```
* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

         FIGURE C-50  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 736  PERSONNEL SUPPLY SERVICES

              NO. OF ASIAN FEMALES                                                                NO. OF ASIAN MALES

                           25        20        15        10         5         0     0         5        10        15
============================I=========I=========I=========I=========I=========I=====I=========I=========I=========I==========
     NO. EMPLOYERS   5                                                      XX=     =XXXX
                                                                             P=MANA-=PPPPPPP
      TOT MALES    431                                                     III=GER  =IIIII
    TOT FEMALES    235                                                        =     =
          TOTAL    666                                                        =     =
                                                                              =     =XX
                                                                             P=PROF.=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                                             IIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIII
                                                                              =     =
                                                                              =     =
     ASIAN MALES    17                                                      XX=     =XX
  PC OF TOT   2.6                                                            P=TECH.=PP
   ASIAN FEMALES    44                                                       I=     =II
  PC OF TOT   6.6                                                             =     =
                                                                              =     =
                                                                             P=SALES=P
                                                                             I=     =I
                                                                              =     =
                                                                              =     =
                                               XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XX
                                                        PPPPPPPPPPPPPPPPPPPPPP=CLERK=PPP
                                                                    IIIIIIIIII=     =IIIIIIIIIIIIII
                                                                              =     =
                                                                              =     =
                                                                              =     =
                                                                              =CRAFT=P
                                                                             I=     =I
                                                                              =     =
                                                                              =     =
                                                                              =     =
                                                                             P=OPER-=P
                                                                             I=ATIVE=I
                                                                              =     =
                                                                              =     =
                                                                              =     =
                                                                              =LABOR=P
                                                                             I=     =I
                                                                              =     =
                                                                              =     =
                      XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXXXXXXXXXXXXXXX
                                                                    PPPPPPPPPP=SERV.=PPPPPPPPP
                                                                      IIIIIIII=WRKR.=IIIIIIIIIII
```

* *

FIGURE C-51 EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
FOR SIC 737 COMPUTER AND DATA PROCESSING SERVICES



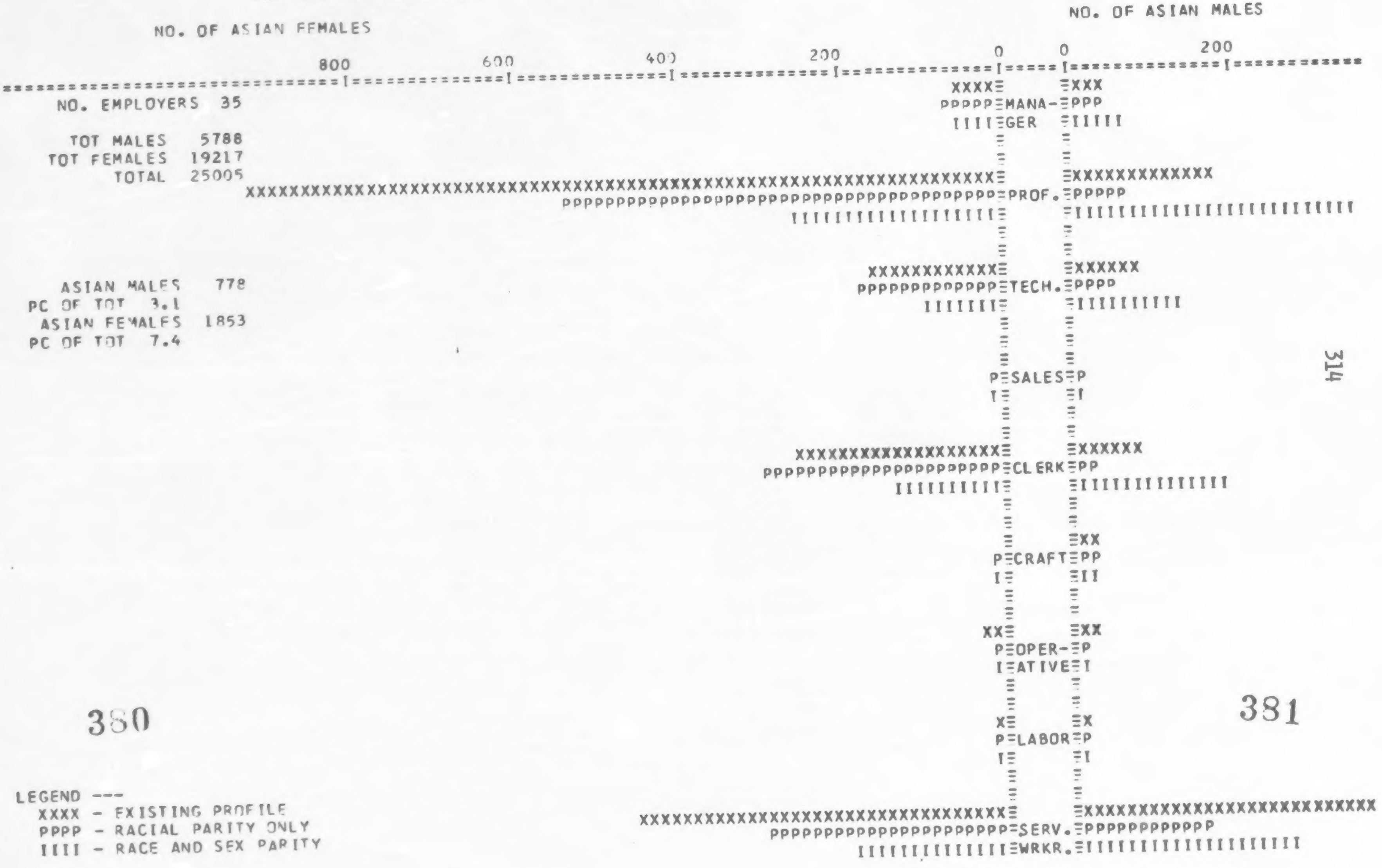
NO. EMPLOYERS	20
TOT MALES	1330
TOT FEMALES	1080
TOTAL	2410
ASIAN MALES	146
PC OF TOT	6.1
ASIAN FEMALES	162
PC OF TOT	6.7

LEGEND ---
XXXX - EXISTING PROFILE
PPPP - RACIAL PARITY ONLY
IIII - RACE AND SEX PARITY

```
 * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *


         FIGURE C-52  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 739  MISCELLANEOUS BUSINESS SERVICES

              NO. OF ASIAN FEMALES                                                                   NO. OF ASIAN MALES

                      100            50              0     0             50            100            150            200
========================[==============[==============[=====[==============[==============[==============[==============[=====
     NO. EMPLOYERS  62                               X=     =XXXXXX
                                                    PP=MANA-=PPPPPPPPPPPPPPPPPPPPP
      TOT MALES   9578                      IIIIIIIIII=GER  =IIIIIIIIIIIIII
    TOT FEMALES   2754                                =     =
          TOTAL  12332                                =     =
                                                 XXXXX=     =XXXXXXXXXXXXXXXXXXXXXXXX
                                                   PPP=PROF.=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                      IIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIII
                                                      =     =
                                                      =     =
     ASIAN MALES   361                         XXXXXXX=     =XXXXXXXXXXXXXXXXXXXX
  PC OF TOT   2.9                                PPPPP=TECH.=PPPPPPPPPPPPPPPPPPPPPPPPPP
   ASIAN FEMALES   163                   IIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIII
  PC OF TOT   1.3                                     =     =
                                                      =     =
                                                   XXX=     =X
                                                   PPP=SALES=PPPPPPPP
                                                 IIIII=     =IIIIIII
                                                      =     =
                                                      =     =
                               XXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXX
                       PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPPPPP
                                      IIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIII
                                                      =     =
                                                      =     =
                                                     X=     =XXXX
                                                     P=CRAFT=PPPPPP
                                                   III=     =IIII
                                                      =     =
                                                      =     =
                                                  XXXX=     =XXXXX
                                                PPPPPP=OPER-=PPPPPPPPPPP
                                               IIIIIII=ATIVE=IIIIIIIIII
                                                      =     =
                                                      =     =
                                                     X=     =XXXXXXXXX
                                                     P=LABOR=PPPPPPPPPPPPPPPPPPPP
                                             IIIIIIIII=     =IIIIIIIIIIII
LEGEND ---                                            =     =
  XXXX - EXISTING PROFILE                             =     =
  PPPP - RACIAL PARITY ONLY                        XXX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXX
  IIII - RACE AND SEX PARITY                     PPPPP=SERV.=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                        IIIIIIIIIIIIIIIIIIIIIIIIIIIIII=WRKR.=IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
```

* *

FIGURE C-53 EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
FOR SIC 806 HOSPITALS



NO. EMPLOYERS 35

TOT MALES 5788
TOT FEMALES 19217
TOTAL 25005

ASIAN MALES 778
PC OF TOT 3.1
ASIAN FEMALES 1853
PC OF TOT 7.4

LEGEND ---
XXXX - EXISTING PROFILE
PPPP - RACIAL PARITY ONLY
IIII - RACE AND SEX PARITY

```
 * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

          FIGURE C-54  EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                         FOR SIC 811  LEGAL SERVICES

               NO. OF ASIAN FEMALES                                                                         NO. OF ASIAN MALES

                          60                  40                  20                   0     0                  20                  40
===========================I===================I===================I===================I=====I===================I===================I===
      NO. EMPLOYERS    8                                                               =     =
                                                                                      P=MANA-=P
       TOT MALES     577                                                              I=GER  =I
     TOT FEMALES    1022                                                               =     =
           TOTAL    1599                                                               =     =
                                                                                     XX=     =XXX
                                                                                   PPPP=PROF.=PPPPPPPPPPPPPPPPPPPPPPPPPPPP
                                                                          IIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIII
                                                                                       =     =
                                                                                       =     =
      ASIAN MALES     27                                                              X=     =
   PC OF TOT  1.7                                                                   PPP=TECH.=P
    ASIAN FEMALES     56                                                             II=     =II
   PC OF TOT  3.5                                                                      =     =
                                                                                       =     =
                                                                                       =     =
                                                                                      P=SALES=P
                                                                                      I=     =I
                                                                                       =     =
                                                                                       =     =
                                  XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXXXXXXXXXXXXXX
                        PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPPPPPPPPP
                                                        IIIIIIIIIIIIIIIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                                                       =     =
                                                                                       =     =
                                                                                       =     =
                                                                                       =CRAFT=
                                                                                       =     =
                                                                                       =     =
                                                                                       =     =
                                                                                       =     =
                                                                                       =OPER-=
                                                                                       =ATIVE=
                                                                                       =     =
                                                                                       =     =
                                                                                       =     =
                                                                                       =LABOR=
                                                                                       =     =
LEGEND ---                                                                             =     =
  XXXX - EXISTING PROFILE                                                              =     =
  PPPP - RACIAL PARITY ONLY                                                            =     =
  IIII - RACE AND SEX PARITY                                                          P=SERV.=P
                                                                                      I=WRKR.=I
 * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

          FIGURE C-55 EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                         FOR SIC 891  ENGINEERING AND ARCHITECTURAL SERVICES

               NO. OF ASIAN FEMALES                                                                       NO. OF ASIAN MALES

                       200                0     0                200                400                600                800
=========================[==================[=====[==================[==================[==================[==================[===========
     NO. EMPLOYERS  25                     X=     =XXXXXXXXX
                                           P=MANA-=PPPPPPPPPPPPPPPP
       TOT MALES  10511               IIIIII=GER  =IIIIIIIII
    TOT FEMALES   3290                      =     =
           TOTAL  13801                     =     =
                                         XXX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
                                         PPP=PROF.=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                          IIIIIIIIIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIII
                                            =     =
                                            =     =
     ASIAN MALES  1293                XXXXXX=     =XXXXXXXXXXXXXXXXXXXX
  PC OF TOT  9.4                          PP=TECH.=PPPPPP
   ASIAN FEMALES    266                  III=     =IIIII
  PC OF TOT  1.9                            =     =
                                            =     =
                                            =     =X
                                            =SALES=P
                                           I=     =I
                                            =     =
                                            =     =
                              XXXXXXXXXXXXXX=     =XXXX
                              PPPPPPPPPPPPPP=CLERK=PPP
                                     IIIIIII=     =IIIIIIIIII
                                            =     =
                                            =     =
                                            =     =
                                           P=CRAFT=P
                                           I=     =I
                                            =     =
                                            =     =
                                            =     =
                                           P=OPER-=P
                                           I=ATIVE=I
                                            =     =
                                            =     =
                                           X=     =X
                                           P=LABOR=P
                                           I=     =I
LEGEND ---                                  =     =
  XXXX - EXISTING PROFILE                   =     =
  PPPP - RACIAL PARITY ONLY                 =     =
  IIII - RACE AND SEX PARITY               P=SERV.=P
                                           I=WRKR.=I
 * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

         FIGURE C-56 EMPLOYMENT AND PARITY PROFILE FOR ASIAN AMERICANS IN 1975
                       FOR SIC 893 ACCOUNTING, AUDITING AND BOOKKEEPING

              NO. OF ASIAN FEMALES                                                                NO. OF ASIAN MALES

                                    20                0     0               20               40               60
=====================================I================I=====I================I================I================I=============
     NO. EMPLOYERS  16                                =     =XXXXX
                                                     P=MANA-=PPPPPPPPPPPPPPPPP
      TOT MALES   1399                        IIIIIIII=GER  =IIIIIIIIIII
    TOT FEMALES    582                                =     =
          TOTAL   1981                                =     =
                                 XXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
                                          PPPPPPPPPPPP=PROF.=PPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPPP
                       IIIIIIIIIIIIIIIIIII IIIIIIIIIII=     =IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
                                                      =     =
                                                      =     =
     ASIAN MALES    66                               X=     =X
  PC OF TOT  3.3                                     P=TECH.=P
   ASIAN FEMALES    62                               I=     =I
  PC OF TOT  3.1                                      =     =
                                                      =     =
                                                      =     =
                                                      =SALES=P
                                                     I=     =I
                                                      =     =
                                                      =     =
                      XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX=     =XXXXXXXXXX
                               PPPPPPPPPPPPPPPPPPPPPPP=CLERK=PPPP
                                          IIIIIIIIIIII=     =IIIIIIIIIIIIIIII
                                                      =     =
                                                      =     =
                                                      =     =
                                                      =CRAFT=
                                                      =     =
                                                      =     =
                                                      =     =
                                                      =     =
                                                      =OPER-=
                                                      =ATIVE=
                                                      =     =
                                                      =     =
                                                      =     =
                                                      =LABOR=
                                                      =     =
LEGEND ---                                            =     =
  XXXX - EXISTING PROFILE                             =     =
  PPPP - RACIAL PARITY ONLY                           =     =
  IIII - RACE AND SEX PARITY                          =SERV.=
                                                      =WRKR.=
```

APPENDIX D. EMPLOYMENT DISCRIMINATION THEORIES

In the context of Title VII of the Civil Rights Act of 1964, employment discrimination is the denial of equal employment opportunity to someone because of his or her race, color, religion, sex, national origin (i.e., their "Title VII status"), or because of his or her activities in opposition to discrimination. (Such activities can include filing a charge, testifying, or participating in a proceeding under Title VII.[1]) Discrimination can be caused by prejudice against an individual's Title VII status ("conventional" or overt discrimination) or can be caused by employment policies and practices which appear "neutral" but which in fact have the effect of denying equal employment opportunity because of the Title VII status of an individual or group.[2] Proof of no intention to discriminate is not a valid defense.

Discrimination Theories

Various economic theories of discrimination have been proposed in attempts to explain the origin, the causative factors, the motivation of the "actors" involved, and the effects of discrimination. Here, discrimination theories are viewed in the face of the empirical results for Asian employment in private industry in the San Francisco Bay Area. There is a continuing debate on the relevancy and adequacy of the various theories, usually categorized as: neoclassical or orthodox, dual labor market, industrial relations, and radical.[3,4,5] No one theory explains all the aspects of the Asian discriminatory patterns. Rather, as shown here, several of the theories contain elements that provide clues for how discrimination operates vis-à-vis Asians. Such theories can lead to policy implications for providing relief to Asian victims of discrimination. Also, significantly, the theories provide arguments pro and con for a focus on the market side as pursued in this study and, in particular, as characterized by the analysis of occupational patterns in specific industries.

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[1] Title VII of the Civil Rights Act of 1964 (78 Stat 253:42 U.S.C. 2000 e et seq.) and Equal Opportunity Act of 1972 (Public Law 92-261).

[2] Equal Employment Opportunity Commission, EEOC Compliance Manual, New York: Commerce Clearing House, 1975, pp. 3051, 3211.

Becker's theory of discrimination, the pioneering work of orthodox theory, treats discrimination as a "taste" (value) of some employers, employees, and consumers; the theory assigns monetary costs to the exercise of such tastes.[6] A disappearance of discrimination is predicted for employers who in indulging in this "taste" pay higher wages to white workers and thus are eventually driven out by more competitive employers who will hire non-whites at lower wages. The theory predicts that employees with discriminatory tastes will end up in segregated work forces, although with wages the same as other racial groups, assuming equal productivity of groups. Discrimination by consumers should be strongest in the service industries, where personal contact is more direct, rather than in the manufacturing industries, where discrimination thus should be less. Based on this theory, the government itself should reflect the

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[3] Ray Marshall, "The Economics of Racial Discrimination: A Survey," Journal of Economic Literature, September 1974, 849-871.

[4] Glen G. Cain, "The Challenge of Segmented Labor Market Theories to Orthodox Theory: A Survey," Journal of Economic Literature, December 1976, pp. 1215-1257.

[5] Stanley H. Masters, Black-White Income Differentials: Empirical Studies and Policy Implications, New York: Academic Press, 1975.

[6] Gary S. Becker, The Economics of Discrimination, Chicago: University of Chicago Press, 1957.

discriminatory tastes of the majority (white) electorate.

Orthodox theory also includes a "statistical" feature that attempts to explain some elements of discrimination as resulting from the risk aversion of employers. It assumes that employers generally hire and promote under imperfect information, using race to predict performance and productivity.[7,8] Since employers usually have even less information about nonwhite applicants, the cost of the employer uncertainty is shifted to the applicant. This "search" model, however, cannot be expected to explain the total extent of discrimination.

Orthodox theory generally minimizes monopoly effects as capable of explaining discrimination. Monopsonistic employers, as employers facing no competition, dictate their preferences in the labor market. As pointed out by Janice Madden, an example is female workers forced into sex-stereotyped occupations by such employers.[9] Protected labor markets, such as unions and groups who restrict membership through licensing, can thus be discriminatory. Government-regulated monopolies of products, such as public utilities companies, can indulge in their discriminatory tastes at no risk to their controlled profits, according to this theory.

Thurow, however, proposes that monopoly and monopsony exercised by whites over blacks explain most of the effects of discrimination, with whites acting as a community by mutual

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[7] John J. McCall, "The Simple Mathematics of Information, Job Search, and Prejudice" in A.H. Pascal (ed.), Racial Discrimination in Economic Life, Lexington, Mass.: Lexington Books, 1972.

[8] Michael A. Spence, Market Signalling, Cambridge, Mass.: Harvard University Press, 1974.

[9] Janice F. Madden, "Discrimination and Male Market Power," Cynthia B. Lloyd (ed.), Sex, Discrimination and the Division of Labor, New York: Columbia University Press, 1975, p. 156.

reinforcement through discrimination in education, housing and other aspects of economic life.[10] This view advances discrimination as institutional more than overt. Also, while anti-discrimination laws now exist, reinforcement of discrimination by whites can still exist because of indifferent or poor enforcement of the laws.

Bergmann argues that Becker's model ignores the reality that some jobs are clearly not open to blacks, independent of productivity characteristics or qualifications that they bring to the labor market. Indeed, the restriction of blacks, women, and other groups to occupations usually low in status and pay artificially increases the labor supply in such occupations, resulting in lower wages for the affected groups (the "crowding" hypothesis).[11] Conversely, reduced competition among white male workers in the high status jobs raises their salary level.

Arrow proposes a theory that employers discriminate against workers they perceive as inferior. Skin color, or some other physical characteristic or demeanor, is the basis of this subjective belief, which is based on prejudice in the literal sense. The discriminators also develop other beliefs as necessary to justify their prejudice and resolve possible conflicts with their other ethical beliefs.[12] Another Arrow model suggests that preferred white workers also gain the opportunity to develop high productivity characteristics (such as work experience), thus reinforcing their perceived superiority over equally qualified non-white workers.

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[10] Lester Thurow, Poverty and Discrimination, Washington, D.C.: The Brookings Institution, 1969.

[11] Barbara R. Bergmann, "The Effect on White Income of Discrimination in Employment," Journal of Political Economy, March-April, 1971.

[12] Kenneth J. Arrow, "Models of Job Discrimination" in Racial Discrimination in Economic Life, ed. Anthony H. Pascal, Lexington, Mass.: Heath, 1972.

Orthodox theory also looks to the "supply side" for part of the explanation for discrimination. Education, labor market experience, job training, and other such "investments" are consciously made by individuals in order to attain occupational and earnings goals.[13] Discrimination is alleged as a consequence of differential investments between racial groups and sexes. Practitioners of the theory generally decompose differences in earnings between whites and non-whites in terms of (a) those due to different productivities or investments by groups, and (b) those due to different returns on investments for such groups.

Thurow counters with a "queueing" model in which human capital (worker skills) are irrelevant because employers usually face an ample supply of qualified labor. The type and number of jobs available are solely determined by the market side, independent of the human investments brought to the market. Thus, queues or lines of workers wait for the limited jobs, with the queues especially long for the desirable jobs. In such a market, employers discriminate in their choice of those percieved to be "more qualified," more trainable, etc.[15] Also, those hired become part of an "internal labor market" largely unaffected by external labor-market competition, because experience gained by the favored workers and training invested in them by their employers makes them even more desirable.

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[13] See for example, Barry R. Chiswick, Income Inequality, New York: Columbia University Press, 1974; also see Mark Blaug, "Human Capital Theory: A Slightly Jaundiced Survey," Journal of Economic Literature, September, 1975; also, see a Marxian critique in Samuel Bowles and Herbert Gintis, Schooling in Capitalist America: Educational Reform and the Contradictions of Economic Life, New York: Basic Books, Inc., 1976.

[14] See for example, J.G. Haworth, J. Gwartney and C. Haworth, "Earnings Productivity, and Changes in Employment Discrimination During the 1960's," The American Economic Review, March, 1975.

[15] L.C. Thurow, "Education and Income," The Public Interest, Summer, 1972.

It has been argued by the "neoinstitutionalists" that the key assumptions in orthodox theory, of nearly perfect competition and of rational economic behavior by employers and workers, severely limit the applicability of the theory to the "real life" market. The large corporations, the unions, governmental regulation, and the large public monopolies, as features of the modern industrial state, result in a market which is much less competitive than is assumed in orthodox theory. Discrimination should then be viewed within the framework of the features of the industrial system. "Internal" labor markets, such as those comprised of the markets within firms, operate nearly independent of the external labor market.[16] All important decisions about hiring, promotion, wages, etc., are made within each firm, largely independent of others.

With origins linked to neoinstitutional theory, dual labor market theory describes the labor market as divided between a primary sector and a secondary sector.[17] Those in the primary sector are the high status, high paying, and stable jobs, while those in the secondary sector are the low-status, low paying, and insecure jobs usually given to those discriminated against. There is almost no mobility between sectors, human capital investments are irrelevant, and the market side independently determines the nature and the number of jobs. Workers trapped in the secondary sector develop work attitudes that in turn are used by employers to justify the workers' entrapment in the low status jobs. Piore further refines the dual market theory by differentiating between an upper-tier and a lower-tier within the primary market.[18] Upper-tier jobs are comprised of managerial and professional jobs, characterized by more room for individual initiative, an internalized code of behavior rather than strict work rules, upward mobility, and high job security. Second-tier jobs such as clerical occupations pay much less, involve minimal independent behavior, and can feature a high turnover rate with mobility rarely upwards.

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[16] John T. Dunlop, "The Task of Contemporary Wage Theory" in New Concepts in Wage Discrimination, G.W. Taylor and F.C. Pierson, eds, New York: McGraw-Hill, 1957.; Clark Kerr, "The Balkanization of Labor Markets" in Labor Mobility and Economic Opportunity, E.W. Bakke, ed., New York: Wiley, 1954.

[17] Peter B. Doeringer and Michael J. Piore, Internal Labor Markets and Manpower Analysis, Lexington, Mass.: Heath, 1971.

Radical or segmented labor market theory views the partitions described in dual labor market theory in a Marxian context, alleging the exploitation of those in the disadvantaged sector by employers and others in the advantaged sector.[19,20] Divisions in the labor force maintain the weakness of each group (such as racial minorities or women), reducing their political power in the labor market. Even without an overt political organization, it is alleged that employers exercise control because of class motivations made affordable by an economy sufficiently non-competitive so as to diminish a profit-maximizing self-interest. It is argued that discrimination against racial minorities is part of the capitalist exploitation of workers both white and non-white.

Orthodox theory rationalizes the partitions in the labor market by acknowledging "protected' markets, such as union-dominated employment in most manufacturing industries and civil service systems in the government sector.[21] However, the theory argues that the market is not made so much less competitive by the protected sectors that human capital investments, for example, are non-relevant. Non-monetary motives of workers are advanced as possibly partly responsible for differences in occupational attainment and earnings, all other factors being the same. Another argument offered is "role discrimination" fostered by the expectations and perceptions of parents, peers, friends, teachers, and other such "significant others" as to the roles individuals play in society. As an example, early socialization and childhood experiences have a strong effect on different roles expected of girls compared with boys.[22]

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[18] Michael J. Piore, "Notes for a Theory of Labor Market Stratification" in R.C. Edwards et. al., Labor Market Segmentation, Lexington, Mass.: Heath, 1975.

[19] Paul A. Baran and Paul M. Sweezy, Monopoly Capital, New York: Monthly Review Press, 1966.

[20] David M. Gordon, Theories of Poverty and Unemployment, Lexington, Mass.: Heath, 1972.

Finally, the "industrial relations" or "bargaining" model of Marshall is a recent formulation focusing on the origin and causes of discrimination.[23] The "motive" of the economic agents and actors in a modern industrial economy are important. Employers are still mostly motivated by profit but can have a "status" motive for discrimination, hiring minorities only for low status jobs and reserving the high status and high paying jobs for preferred workers. In this model, white employees are motivated mainly by the control of job status, the working environment, advancement, and job security. Race and sex are used to allocate the jobs. The model suggests the need for attitudinal changes which must be brought about by pressure from the minority communities and government, thus inducing institutional changes. The power relations between an employer and its groups of workers, whites and non-whites, determine employment practices. The ability of workers to inflict economic losses or withhold labor leads to bargaining with the employer, who is also vulnerable to government and consumer pressure. In particular, large employers with less of a "status motive" are vulnerable to boycotts and could be more responsive to anti-discrimination laws and civil rights pressures. Marshall's model suggests the modern industrial state as a favorable environment for reducing discrimination. Widely distributed skills, due to changing technologies, require a restructuring of the job market and the recruitment of new workers, and this creates an environment susceptible to change. General business conditions, as determined by government policy, also have a profound effect on the labor market. A full employment policy, for example, should do much to reduce discriminatory hiring. Marshall stresses that government must understand not only market pressures but also the power relationships between employers and employees. In summary, Marshall's model

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[21] Glen G. Cain, "The Challenge of Segmented Labor Market Theories to Orthodox Theory: A Survey," Journal of Economic Literature, December, 1976.

[22] Kenneth E. Boulding, "Towards a Theory of Discrimination" in Phyllis A. Wallace, ed., Equal Employment Opportunity and the AT&T Case, Cambridge, Mass.: MIT Press, 1976.

[23] Ray Marshall, "The Economics of Racial Discrimination: A Survey," Journal of Economic Literature, September, 1974.

> distinguishes between overt and institutional discrimination, calls for an analysis of the motives of various actors impinging on the employment decision, emphasizes the need to examine the broader social and economic context within which the actors establish formal, informal, and institutionalized rules governing racial employment relations.[24]

The wide range of industries and the variety of employment patterns dictate the view of the modern industrial environment pointed out in neoinstitutional theory, as well as in Marshall's

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[24] Ray Marshall, ibid., p. 869.

"bargaining" model. Based on the latter model, an analysis of specific industries and the Asian workers therein helps to uncover the various economic actors (employers employees, consumers, and communities), their respective power relationships, motives, and vulnerability to pressure from government and civil rights groups. Also, the presence of "protected" labor markets helps to explain the low employment of Asians in industries such as construction, trucking, and most manufacturing industries, wherein the flow of labor is union-dominated. Analyzing specific industries also permits a view of other noncompetitive labor markets, as in such highly regulated industries as public utilities, transportation, and communications. Also, it is useful to identify industries wherein long queues of equally qualified applicants compete for selected occupations which employers fill only with favored workers, as described by Thurow.

Opposite to this is the high employment of Asians in occupations such as accountant, engineer, and nurse, all generally "short queue" occupations. Such a concentration also supports the "role discrimination" hypothesis, wherein individuals are victimized by roles perceived and selected for them by employers as well as by well-meaning parents and "significant others." Asians concentrate in occupations where they see other Asians.

The high level of employment of Asians in selected occupations, such as clerks in banks and insurance companies and service workers in restaurants, hotels, and hospitals supports Bergmann's "crowding" hypothesis as well as Marshall's view that some employers perceive such labor supplies as "dependable," and thus continue to hire them in large numbers.

The various discrimination theories provide good rationale for a focus on the market side, as represented by employers, the industries that they form, and the labor market therein as characterized by specific occupational distributions. Also, the study reported herein focuses on the uncovering of statistically significant disparities. Statistical disparities have been ruled by the courts as prima facie evidence of discrimination, thus shifting the burden of proof to the employer.[25] Statistical disparities can support a "finding of discrimination"[26] and in some cases have established a violation of Title VII.[27]

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[25] Commonwealth of Pennsylvania v. Glickman, 7 EPD 9125;

Carter v. Gallagher, 3 EPD 8205, 3 EPD 8335, 4 EPD 7616, 4 EPD 7818 (406 U.S. 950, 1972);

Western Addition Community Organization v. Alioto, 3 EPD 8327;

Bing v. Roadway Express, 444 F 2D 689.

[26] Bridgeport Guardians, Inc. v. Bridgeport Civil Service Commission, 6 EPD 8755 (2D Cir. 1973);

Sagers v. Yellow Freight System, Inc., 6 EPD 8885.

[27] Parham v. Southwestern Bell Telephone Co., 3 EPD 8021 (8th Cir. 1970);

Jones v. Tri-County Electric Cooperative, 9 EPD 10, 120.

APPENDIX E. EMPLOYMENT LEVEL BY DETAILED OCCUPATION OF ASIAN AMERICANS, ALL INDUSTRIES, SF-O SMSA, 1970

The detailed occupations of populations by ethnicity are available only for the U.S. as a whole.[1] This tabulation for Asians in the San Francisco-Oakland SMSA was obtained from 1970 census data for the total population less whites and blacks, Spanish Americans being included with whites in the 1970 census.[2] From the 100% head count data, the remainder is at least 84% Asian.[3]

In Table E, "% Asian" by sex is calculated from the total employment of all races and both sexes. A calculation separately by sex implies an acceptance of existing sex patterns. The "Employment Level Based on Race and Sex Parity" is "high" if 20% more than parity, "low" if 20% less than parity, "fair" if within 20% of parity, and, additionally, if the level of confidence for the difference from parity is 90% or more. The statistical test, discussed in Section 2.3, also uses the total employment of all races and both sexes for the base total. Parity for Asians in the SMSA in 1970 was 3.6% for the males and 2.6% for the females. (See Section 3.1, page 66).

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[1] U.S. Bureau of the Census, Occupational Characteristics, 1970, Washington, D.C.: U.S. GPO, 1973.

[2] U.S. Bureau of the Census, Detailed Characteristics-California, 1970, Washington, D.C.: U.S. GPO, 1972, p. 6-1597 to p. 6-1599.

[3] U.S. Department of Labor, Summary Manpower Characteristics-SF-O SMSA, San Francisco: Manpower Administration, D.O.L., 1972, Table 1.

Table E Employment Level by Detailed Occupation of Asians, All Industries, SF-O SMSA, 1970

Detailed Occupation	Male Female	All Races	Asians	% Asian	Employment Level Based on Race & Sex Parity
Managers, Salaried:					
-Manufacturing	M	9,435	147	1.6	low
	F	0	0	0	low
-Wholesale/Retail Trade	M	12,475	512	3.5	fair
	F	2,014	75	0.5	low
-Transportation/ Communication and Other Public Utilities	M	5,398	101	1.9	low
		0	0	0	low
Managers, Self-Employed:					
-Construction	M	2,019	32	1.6	low
	F	0	0	0	low
-Manufacturing	M	1,172	75	6.4	high
	F	0	0	0	low
-Wholesale/Retail Trade	M	6,053	825	11.3	high
	F	1,280	171	2.3	fair
Managers and Administrators:					
-Buyers/Purchasing Agents and Sales Managers	M	13,787	494	2.9	fair
	F	3,059	105	0.6	low
-School Administrators	M	2,367	54	1.5	low
	F	1,166	7	0.2	low
-Managers and Administrators in Public Administration	M	5,775	217	3.8	fair
	F	0	0	0	low
Professional, Technical & Kindred Workers:					
-Accountants	M	12,268	1,094	6.6	high
	F	4,401	446	2.7	fair

Table 5 Cont'd.

Detailed Occupation	Male Female	All Races	Asians	% Asian	Employment Level Based on Race & Sex Parity
-Architects	M	2,296	220	9.6	high
	F	0	0	0	low
-Computer Specialists	M	4,920	349	5.2	high
	F	1,739	158	2.4	fair
-Civil Engineers	M	5,839	707	12.1	high
	F	0	0	0	low
-Electrical/ Electronic Engineers	M	5,374	413	7.7	high
	F	0	0	0	low
-Mechanical Engineers	M	3,711	242	6.5	high
	F	0	0	0	low
-Lawyers and Judges	M	6,160	72	1.2	low
	F	0	0	0	low
-Life/Physical Scientists	M	4,801	403	7.1	high
	F	888	111	2.0	low
-Dentists	M	2,211	184	8.3	high
	F	0	0	0	low
-Physicians	M	6,613	284	4.3	fair
	F	0	0	0	low
-Registered Nurses	M	0	0	0	low
	F	15,919	983	6.2	high
-Health Technicians	M	1,805	235	13.0	high
	F	3,466	403	11.6	high
-Religious Workers	M	2,473	163	6.6	high
	F	0	0	0	low
-Social Scientists	M	2,439	82	2.5	low
	F	829	12	0.4	low
-Social & Recreation Workers	M	3,507	224	2.7	low
	F	4,941	237	2.8	fair

Table B Cont'd.

Detailed Occupation	Male Female	All Races	Asians	% Asian	Employment Level Based on Race & Sex Parity
-Teachers: College/Univ.	M	7,337	328	3.3	fair
	F	2,705	120	1.2	low
Elementary and Prekindergarten	M	3,394	107	0.5	low
	F	19,746	733	3.2	high
Secondary	M	7,619	153	1.0	low
	F	7,525	284	1.9	low
-Engineering/ Science Technicians	M	13,126	1,356	8.9	high
	F	2,147	179	1.2	low
-Writers, Artists and Entertainers	M	13,224	635	3.3	fair
	F	5,947	245	1.3	low
Sales Workers:					
-Insurance, Real Estate Agents and Brokers	M	13,692	416	2.4	low
	F	3,775	120	0.7	low
-Sales Representative, Manufacturing	M	6,806	55	0.8	low
	F	0	0	0	low
-Sales Rep., Wholesale Trade	M	12,368	348	2.8	low
	F	0	0	0	low
-Sales Clerks, Retail	M	14,786	1,000	2.4	low
	F	26,443	1,305	3.2	high
-Salespersons, Retail	M	6,545	139	1.8	low
	F	1,180	22	0.3	low
Clerical and Kindred Workers:					
-Bank Tellers/ Cashiers	M	4,562	591	2.9	low
	F	15,551	1,193	5.9	high
-Bookkeepers	M	5,867	719	2.3	low
	F	26,015	1,753	5.5	high
-File Clerks	M	0	0	0	low
	F	7,478	827	23.8	high

Detailed Occupation	Male Female	All Races	Asians	% Asian	Employment Level Based on Race & Sex Parity
-Office Machine Operators	M	0	0	0	low
	F	10,710	1,556	14.5	high
-Receptionists	M	0	0	0	low
	F	6,552	292	4.5	high
-Secretaries	M	0	0	0	low
	F	55,800	2,499	4.5	high
-Telephone Operators	M	0	0	0	low
	F	9,539	334	3.5	high
-Typists	M	0	0	0	low
	F	23,497	2,261	9.6	high
-Postal Clerks	M	11,587	1,487	12.8	high
	F	0	0	0	low
Craftspersons:					
-Carpenters	M	13,523	255	1.9	low
	F	0	0	0	low
-Electricians	M	6,860	288	4.2	fair
	F	0	0	0	low
-Painters	M	6,640	194	2.9	low
	F	0	0	0	low
-Plumbers	M	5,490	143	2.6	low
	F	0	0	0	low
-Linemen, Telephone and Power	M	6,834	190	2.8	low
	F	0	0	0	low
Mechanics:					
-Aircraft	M	6,804	452	6.6	high
	F	0	0	0	low
-Automobile	M	12,996	598	4.6	high
	F	0	0	0	low
-Radio/Television	M	2,647	339	12.8	high
	F	0	0	0	low

Detailed Occupation	Male Female	All Races	Asians	% Asian	Employment Level Based on Race & Sex Parity
-Machinists	M	7,337	269	3.7	fair
	F	0	0	0	low
-Sheet Metal Workers	M	3,578	156	4.4	high
	F	0	0	0	low
-Printing Craftsperson	M	6,502	312	4.8	high
	F	0	0	0	low
-Power Station Operator	M	2,918	105	3.6	fair
	F	0	0	0	low
Operatives, Except Transport:					
-Assemblers	M	5,212	296	2.9	fair
	F	4,965	301	3.0	fair
-Checkers, Examiners and Inspectors, Manufacturing	M	2,952	131	2.3	low
	F	2,789	107	1.9	low
-Garage Workers and Gas Station Attendants	M	7,584	451	5.9	high
	F	0	0	0	low
-Laundry Operator	M	1,334	429	8.5	high
	F	3,734	521	10.3	high
-Butchers	M	4,060	621	15.3	high
	F	0	0	0	low
-Packers and Wrappers, Exc. Produce	M	2,889	204	2.4	low
	F	5,530	399	4.7	high
-Sewers and Stitchers	M	0	0	0	low
	F	6,107	3,437	56.3	high
-Welders	M	5,914	383	6.5	high
	F	0	0	0	low
-Oper., Fabricated Metal Products	M	2,053	76	3.7	fair
	F	0	0	0	low

Table E Cont'd.

Detailed Occupation	Male Female	All Races	Asians	% Asian	Employment Level Based On Race & Sex Parity
-Oper., Electrical Machinery	M	1,563	70	2.9	fair
	F	811	14	0.6	low
-Oper., Food & Kindred Prod.	M	2,344	136	4.1	fair
	F	975	50	1.5	low
-Oper., Paper Prod.	M	1,562	16	1.0	low
	F	0	0	0	low
-Oper., Chemical Products	M	1,434	42	2.9	fair
	F	0	0	0	low
Transport Equipment Operatives:					
-Bus Drivers	M	3,402	90	2.6	low
	F	0	0	0	low
-Taxicab Drivers	M	2,922	111	3.8	fair
	F	0	0	0	low
-Truck Drivers & Deliverymen	M	27,369	628	2.3	low
	F	0	0	0	low
Laborers:					
-Construction	M	7,896	155	2.0	low
	F	0	0	0	low
-Freight, Stock and Material Handlers	M	23,049	1,263	5.5	high
	F	0	0	0	low
Farmers and Farm Managers	M	1,743	276	13.9	high
	F	239	36	1.8	low
Farm Laborers	M	3,536	387	8.3	high
	F	1,146	216	4.6	high
Service Workers:					
-Cleaning Service	M	23,397	2,459	8.1	high
	F	7,142	612	2.0	low
Food Service:					
-Cooks	M	8,949	2,754	20.0	high
	F	4,852	355	2.6	fair

Table E Cont'd.

Detailed Occupation	Male Female	All Races	Asians	% Asian	Employment Level Based On Race & Sex Parity
-Waiters and Food Counter Workers	M	0	0	0	low
	F	14,802	1,053	7.1	high
-Busboys and Dishwashers	M	5,790	1,564	27.0	high
	F	0	0	0	low
Health Service:	M	2,297	157	0.8	low
	F	16,695	1,063	5.6	high
Personal Service:	M	7,788	828	3.5	fair
	F	16,024	1,090	4.6	high
Protective Service Worker:					
-Firefighter	M	4,843	11	0.2	low
	F	0	0	0	low
-Guards and Watchmen	M	4,537	176	3.9	fair
	F	0	0	0	low
-Police Officers and Detectives	M	6,880	117	2.6	low
	F	0	0	0	low
Private Household Workers:	M	1,075	374	2.1	low
	F	16,696	1,689	9.5	high

Source: U.S. Bureau of the Census, Detailed Characteristics - California, Report PC(1)-D6, U.S. GPO, Washington, D.C., 1972, p. 6-1597 to 6-1599.

The data for Asians is from the total population less whites and blacks, Spanish Americans being included with whites in the 1970 census.

"% Asian" is calculated from the total of all races and both sexes.

The zero entries are inferred from no data quoted in the census report, thereby signifying small numbers.